



# Has the line been crossed?

*All employees of Aberdeenshire Council have the responsibility to ensure that bullying and harassment does not take place. There is a fine line between a strong work style and behaviour that makes someone feel demeaned and inadequate.*

*Aberdeenshire Council takes any act of bullying or harassment very seriously.*

## If you are aware of bullying and harassment what can you do?

- Speak to your line manager, or another manager
- Speak to your Trade Union Representative
- Seek confidential advice from HR&OD's Mediation & Employee Relations Team on 01224 664661 or 01224 664116
- Seek support from Aberdeenshire Council's Independent Counselling Service  
Telephone: 0800 970 3980  
[www.timefortalking.co.uk](http://www.timefortalking.co.uk)  
Username: *Aberdeenshire* Password: *AB1*