

**Supplementary Public Question**

*"What action would you expect the Council to take if bullying and/or harassment is reported to the Chief Executive?"*

**Written Response**

*"In terms of any concerns regarding bullying and harassment, Ryedale District Council is a supportive employer and would always be concerned and act accordingly if any member of staff indicated any such issues in the workplace.*

*We have in place clear policies and guidance to address these serious issues and any employee with a concern is encouraged to raise it at the earliest opportunity, through a number of appropriate routes.*

*Confidentiality is assured and support is available through HR and union representatives.*

*In terms of the issues you have raised in previous correspondence with the Council, please refer to the Chief Executives letter of 27 July 2016."*