

Gallatin County is pleased to offer a new service to all county employees--the Employee Support Ombuds Service (E-SOS). The Employee Support Ombuds Service offers an impartial, confidential place to discuss workplace challenges. They are an independent, informal sounding board to help explore problem-solving options. They support people by listening, asking questions, and providing information about resources.

***You might reach out to the Employee Support Ombuds Service if you:***

- Want a place to express your frustration or concern
- Need coaching to handle a sensitive issue
- Have witnessed, committed, or suspect wrongdoing
- Are considering filing a formal complaint
- Need to know where to bring your issue
- Seek mediation to resolve an interpersonal conflict
- Are experiencing harassment, bullying, or unwanted attention
- Feel unfairly treated, compensated, demoted, etc.

**The Employee Support Ombuds Service is :**

***Independent***--They don't represent the organization, but seeks to present solutions and guidance independent of internal or external forces.

***Impartial***--They don't take sides, but works to address issues in a way that allows everyone involved in a situation to be treated fairly and in good faith.

***Confidential***--They will protect your identity and the information you share, and are not compelled to share details of any conversation with the organization or its leadership.

***Informal***--Talking with them is always "off the record" and doesn't trigger formal action or investigations.

Conversations can be in person, via video-conference, or telephone. To schedule an appointment to talk with the Ombuds, please select a time available from the online schedule:

<https://app.squarespacescheduling.com/schedule.php?owner=24497512&appointmentType=27858987>

If you need a different time, or have a question for the Ombuds, email [ombuds@hrhamptonresources.com](mailto:ombuds@hrhamptonresources.com)





Our Ombuds is Mary Hampton. Mary has been in employee relations/human resources for more than 20 years. Mary often says she never outgrew the “But that’s not fair,” phase, which makes the Ombuds’ fundamental goal of fairness an ideal role for her. It’s always been her goal to help people find success and satisfaction in their work and she looks forward to contributing to the satisfaction and success of Gallatin County employees.

