

From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: FW: Removal of Yammer post
Date: 11 November 2022 11:01:39

FYI

[REDACTED] | [REDACTED] | [REDACTED] | HR EDI Team | Defra
group HR | Department for Environment, Food and Rural Affairs

[REDACTED]@defra.gov.uk

Lancaster House, Newcastle upon Tyne NE4 7YH

Annual Leave:

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Please feedback any ideas for improvement to [REDACTED] [@defra.gov.uk](#)

From: [REDACTED]
Sent: 11 November 2022 11:01
To: [REDACTED]@environment-agency.gov.uk>
Subject: Removal of Yammer post

Good morning [REDACTED],

I am following up on the email you have received from [REDACTED] notifying you that a Yammer post by [REDACTED] has been removed.

The reason that the post was removed is that it is abusive and offensive towards a colleague:

- Describing a colleague as [REDACTED]

- Comparing a belief which is protected in law to the beliefs of [REDACTED]

The Environment Agency's Acceptable Use of Communications Systems is clear that making derogatory comments about colleagues is unacceptable; the Respect at Work policy includes amongst examples of unacceptable behaviour: name-calling, insulting someone, and ridiculing or demeaning someone.

Whilst your approach to this is a matter for you as [REDACTED] line manager, we would recommend an informal conversation with [REDACTED] to reflect on the appropriateness of responding in this way on Yammer, and perhaps consider how he might make his point in a different way.

I hope this is helpful, Happy to discuss if you have any further queries.

Thanks

[REDACTED]

[REDACTED] | [REDACTED] | [REDACTED] | HR EDI Team | Defra group HR | Department for Environment, Food and Rural Affairs

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