

From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: FW: Removal of Yammer Post
Date: 10 November 2022 13:40:00

Dear [REDACTED]

[REDACTED] from Defra EDI team is picking up the role to speak to the staff where posts were deemed necessary to remove. I have cc'd her into this because I get the sense it may be better for her to speak to you directly or you and [REDACTED] together as opposed to just to [REDACTED] with what you have indicated below.

My understanding is that it is a line manager decision on how to respond regarding action but you may wish to clarify that with [REDACTED].

Regards

[REDACTED]

From: [REDACTED]@environment-agency.gov.uk>
Sent: 10 November 2022 11:49
To: [REDACTED]@environment-agency.gov.uk>
Subject: RE: Removal of Yammer Post

Hi [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Many thanks

[REDACTED]

From: [REDACTED]@environment-agency.gov.uk>
Sent: 10 November 2022 11:00
To: [REDACTED]@environment-agency.gov.uk>
Cc: [REDACTED]@environment-agency.gov.uk>
Subject: RE: Removal of Yammer Post

Dear [REDACTED]

I am sorry that [REDACTED] receiving the email will have caused distress. The comment made by [REDACTED] begins [REDACTED]
[REDACTED]

My role is the systems moderator for Yammer. In this instance I have followed the standard process for removing a post. I was informed last night that this post was deemed unacceptable

and was asked to remove. I believe it will be too late to retract anything at this point so that [REDACTED] does not see it.

I have referred your question regarding action to [REDACTED] as the EA's EDI Manager. She is working with HR to co-ordinate our organisational response to this complex issue and I know she is meeting with relevant Executive Sponsors of our Diversity networks this afternoon and will ensure that your concerns are discussed and followed up.

Yammer is subject to our EA code of conduct and acceptable use of communications systems and electronic equipment - [Environment Agency - Yammer \(ea.gov\)](#) Further work is being done through a working group, led by Defra EDI team and hopefully that guidance will be available soon.

Kind Regards

[REDACTED]

[REDACTED] - [REDACTED] **Data & Information**
Sustainability & Service Operations, Chief Operating Officer Directorate
Environment Agency
Mob: [REDACTED]

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Working Days – Monday to Friday

From: [REDACTED] [\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>
Sent: 09 November 2022 18:28
To: [REDACTED] [\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>
Subject: RE: Removal of Yammer Post

Hi [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]

Many thanks in anticipation.

[REDACTED]

From: [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>

Sent: 09 November 2022 18:00

To: [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>

Cc: [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>

Subject: Removal of Yammer Post

Dear [REDACTED]

The following Yammer comment, made by [REDACTED] in this post

[REDACTED]

[REDACTED] has been reported and found to have contravened the agreed codes and policies:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

You are being informed as their line manager. Further information as to why this action has been taken will be provided in due course.

Regards

[REDACTED]

[REDACTED] - [REDACTED] Data & Information
Sustainability & Service Operations, Chief Operating Officer Directorate
Environment Agency
Mob: [REDACTED]

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