

From: [REDACTED]
To: [Rawlinson, Lee](#); [REDACTED]; [Douglass, Caroline](#)
Cc: [Lawton, Nicola](#); [Sutton, Rob](#); [REDACTED]
Subject: FW: some updates
Date: 11 November 2022 16:45:00
Attachments: [image001.png](#)

Hi Lee and [REDACTED]

See below- I leave this with you to sensitively explore with [REDACTED] and the LGBT+ Network committee, how to support respectful communications on Yammer particularly next week. I'm sure you've already discussed this but obviously sensitivities are incredibly high.
(Caroline D- copying you also in case Women's/ Gender Equality Network have comms planned)
Thanks
[REDACTED]

From: [REDACTED]
Sent: 11 November 2022 16:34
To: [REDACTED]@environment-agency.gov.uk>; [REDACTED]
[REDACTED]@defra.gov.uk>
Cc: Sutton, Rob <rob.sutton@environment-agency.gov.uk>
Subject: RE: some updates

Hi [REDACTED]

Thanks for keeping in touch.

To confirm, 8 comments have been moderated (including [REDACTED]) and line managers of those individuals have been contacted to follow up. There may be further moderation of comments on the thread next week, after [REDACTED] (head of HR) posts an overarching message (expected imminently) and additional guidance about Yammer/ respectful internal communication is published.

As we have discussed before I welcome your continued restraint on Yammer and acknowledge that this has been difficult for you. (I have also heard for many other distressed people this week, coming from many different perspectives.) We need all sides to maintain a respectful approach appropriate to the workplace. We will continue to ensure inappropriate comments are moderated so I would ask that you not respond directly/ publicly (which could put you at risk / lead to further escalation), but rather use this escalation route to report inappropriate content on Yammer:

How to report a post

When reporting a post or comment, email the following information to the BST via:
o365businesssupportteam@defra.gov.uk

- A link to the post/comment
- An explanation as to why the post/comment contravenes the Code of Use

Alternatively you can email me, [REDACTED] and/or Rob Sutton.

Hope you have a good weekend
[REDACTED]

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

