

From: [REDACTED]
To: [REDACTED]
Subject: FW: Removal of Yammer post
Date: 11 November 2022 11:48:07

Sorry to keep clogging up your inbox – but also 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]@environment-agency.gov.uk>
Sent: 11 November 2022 11:21
To: [REDACTED]@defra.gov.uk>
Subject: RE: Removal of Yammer post

Hi [REDACTED]

Thank you for the follow up email. I can confirm that I had a conversation with [REDACTED] about this yesterday morning after learning of the incident which covered the points you mentioned. Whilst [REDACTED] feels strongly about the subject matter, he has accepted that his post over stepped the mark and he could have made his point in a more respectful way.

We have made our Area Deputy Director aware of this, and ALT will also be speaking to [REDACTED]

Thanks,

[REDACTED]

From: [REDACTED] <[\[REDACTED\]@defra.gov.uk](mailto:[REDACTED]@defra.gov.uk)>

Sent: 11 November 2022 11:01

To: [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[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]
[REDACTED]
- Comparing a belief which is protected in law to the beliefs of [REDACTED]
[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.

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

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

 [@defra.gov.uk](mailto: @defra.gov.uk)

Lancaster House, Newcastle upon Tyne NE4 7YH

Annual Leave:

<< OLE Object: Picture (Device Independent Bitmap) >>

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<< OLE Object: Picture (Device Independent Bitmap) >>