

**From:** [REDACTED]  
**To:** [REDACTED]  
**Subject:** FW: Removal of Yammer post  
**Date:** 11 November 2022 14:27:14

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FYI – last one

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

[REDACTED] | [REDACTED]@defra.gov.uk

Lancaster House, Newcastle upon Tyne NE4 7YH

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*Please feedback any ideas for improvement to [REDACTED]@defra.gov.uk*

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**From:** [REDACTED]  
**Sent:** 11 November 2022 14:24  
**To:** [REDACTED] <[REDACTED]@environment-agency.gov.uk>  
**Subject:** Removal of Yammer post

Good afternoon, [REDACTED]

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

The reason that the post was removed is the offensive language used in relation to a recognised staff network and its members, who share a belief which is protected in law:

[REDACTED]

[REDACTED]

These comments are derogatory and offensive and breach the Environment Agency's Acceptable Use of Communications Systems Policy as well as the Respect at Work Policy, which requires all employees to demonstrate behaviour which is professional and respectful.

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 they might make their 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

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

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