

[REDACTED]

From: [REDACTED]
Sent: 15 November 2022 17:19
To: [REDACTED]; Sutton, Rob; Marks, Kate
Subject: RE: Removal of Yammer Post

Thanks for flagging [REDACTED]
Can I just check did you have managerial representation from HR on the panel today? Just keen to ensure the panel are properly supported in making these difficult decisions.
Thanks
Nicky

From: [REDACTED]@environment-agency.gov.uk>
Sent: 15 November 2022 16:01
To: Sutton, Rob <rob.sutton@environment-agency.gov.uk>; Marks, Kate <Kate.Marks@environment-agency.gov.uk>
Cc: Lawton, Nicola <nicola.lawton@environment-agency.gov.uk>
Subject: FW: Removal of Yammer Post

Hi all
Sharing for awareness in case of escalation- difficult decision made this afternoon to moderate a post made by [REDACTED] earlier today on the [REDACTED] Yammer [REDACTED]. A number of other posts were also removed today. We also took the decision to close the thread to further comments, with this final note:
We are disabling comments on this thread due to the escalating nature of discussion.
Please can we remind staff of our expectation on how we use workplace platforms to communicate, as set out in this post: <https://web.yammer.com/main/org/defra.onmicrosoft.com/thread...>
Please can we also remind staff of the updated communication principles published to all Defra staff today, with an EA version being made available shortly:
<https://intranet.defra.gov.uk/wp-content/uploads/2022/11/Pri...>

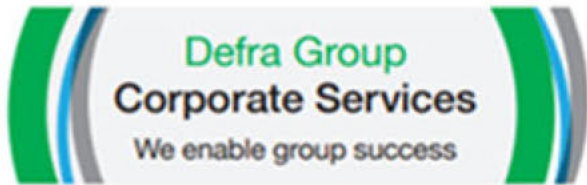
Thanks
[REDACTED]

From: [REDACTED]@defra.gov.uk>
Sent: 15 November 2022 15:52
To: [REDACTED]@environment-agency.gov.uk>
Subject: FW: Removal of Yammer Post

FYI – feel free to refer [REDACTED] to me if he comes back to you on this

[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:



For resources and information see [EDI Sharepoint](#)

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Please feedback any ideas for improvement to diversity.team@defra.gov.uk



From: [REDACTED]
Sent: 15 November 2022 15:51
To: [REDACTED] <@environment-agency.gov.uk>
Cc: [REDACTED] <@environment-agency.gov.uk>
Subject: RE: Removal of Yammer Post

Good afternoon, [REDACTED].

I am following up on [REDACTED] email below.

The reason the post has been removed is that:

- it is disrespectful in tone [REDACTED]
- it is threatening in tone [REDACTED]

We appreciate that the subject matter of this Yammer conversation can be emotive, but the Environment Agency Respect at Work policy requires all employees to demonstrate behaviour which is professional and respectful (whatever the perceived provocation).

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.

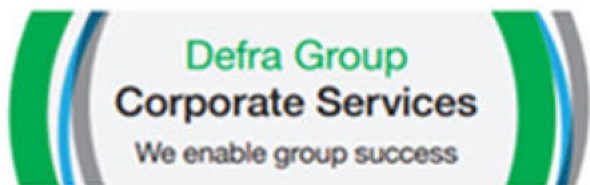
I hope this is helpful. Happy to discuss if you have any further queries.

Thanks

[REDACTED]

[redacted] (she/her) | [redacted] | HR EDI Team | Defra group HR | Department for
Environment, Food and Rural Affairs
[redacted] [@defra.gov.uk](mailto:[redacted]@defra.gov.uk)
Lancaster House, Newcastle upon Tyne NE4 7YH

Annual Leave:



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Equality, Diversity & Inclusion is everyone's business



From: [redacted] [@environment-agency.gov.uk](mailto:[redacted]@environment-agency.gov.uk)>

Sent: 15 November 2022 14:07

To: [redacted] [@environment-agency.gov.uk](mailto:[redacted]@environment-agency.gov.uk)>

Cc: [redacted] [@defra.gov.uk](mailto:[redacted]@defra.gov.uk)>

Subject: Removal of Yammer Post

Dear [redacted]

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

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

[redacted]
2h ago

Hi [redacted],

[REDACTED]

[REDACTED]

[REDACTED]

You are being informed as their line manager. [REDACTED] in the EDI team will be in touch with further information as to why this action has been taken.

Regards

[REDACTED]

Yammer Systems Moderator for EA

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

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Working Days – Monday to Friday