

From: [REDACTED]
Subject: FW: Removal of Yammer Post
Date: 15 November 2022 16:22:00
Attachments: [image001.png](#)
[image002.png](#)

Hi [REDACTED]
Sharing for awareness- it may be helpful for you and I to have a quick chat re the wider context around this, or you could also speak with [REDACTED]
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] | [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](#)
To stay connected [Defra Diversity Twitter](#)
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]
[REDACTED])
- it is threatening in tone [REDACTED]
[REDACTED]
[REDACTED]
[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).

[REDACTED]
[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] | [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

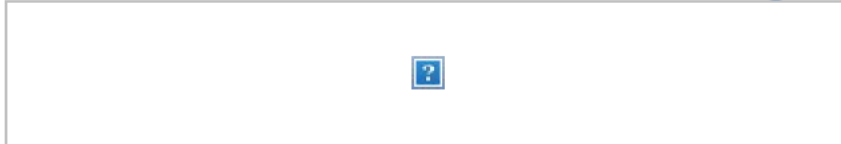
Annual Leave:



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

To stay connected [Defra Diversity Twitter](#)

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



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

Sent: 15 November 2022 14:07

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

Cc: [REDACTED] <[\[REDACTED\]@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]

[REDACTED]

[REDACTED]

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

EA staff – Improve your Micosoft 365 skills with our new “Digital Literacy” modules!
[Click here to access on Learning Zone](#)

Working Days – Monday to Friday