

From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Removal of Yammer post
Date: 15 November 2022 17:23:00
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)

[REDACTED]

I would suggest that [REDACTED] could speak to [REDACTED], EDI lead in the EA to discuss his concerns.

Regards

[REDACTED]

From: [REDACTED]@environment-agency.gov.uk>
Sent: 15 November 2022 09:19
To: [REDACTED]@defra.gov.uk>
Cc: [REDACTED]@environment-agency.gov.uk>
Subject: RE: Removal of Yammer post

Morning [REDACTED],

[REDACTED]
[REDACTED]

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

[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED] – West Midlands Area
Environment Agency | Hafren House, Welshpool Road, Shrewsbury, SY3 8BB
[REDACTED]@environment-agency.gov.uk

External: [REDACTED] | Mobile: [REDACTED]

Working days: Monday to Wednesday, contact Judith Payne on a Thursday and Friday



From: [REDACTED] <[\[REDACTED\]@defra.gov.uk](mailto:[REDACTED]@defra.gov.uk)>
Sent: 14 November 2022 17:50
To: [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[REDACTED]@environment-agency.gov.uk)>
Cc: [REDACTED] <[\[REDACTED\]@environment-agency.gov.uk](mailto:[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 was removed is the implication that a recognised staff network represents [REDACTED]. This is offensive and derogatory to the network and its members, in breach of 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. We appreciate that the subject matter of this conversation can be emotive, but staff are expected at all times to adhere to these codes, and to communicate in a professional and respectful manner.

[REDACTED]
[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] | HR EDI Team | Defra group
HR | Department for Environment, Food and Rural Affairs
[REDACTED] | [REDACTED] <[\[REDACTED\]@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: 14 November 2022 17:31

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]

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]

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Working Days – Monday to Friday