It is a pleasure as the new president of the IAWBH to welcome you to this new and revised issue of the Newsletter. The Newsletter now has a new editor as well as a new layout which looks promising. Welcome to Adrienne Hubert.

At the recent elections some board members left and new ones were elected. Please read the presentation of the new board in the Newsletter. Two members who both have served for four years on the board decided not to stand again. So I want to thank Charlotte Rayner our former President for all the work she has put into the IAWBH – to get the organization started and running for four years. It makes it so easy to take over. Thank you very much for that. Helge Hoel also decided not to stand for the board. Helge has done a great job in organizing the doctoral workshop in connection with the biennial conference and it was a great success once again.

The 8th biennial conference of the IAWBH took place in Copenhagen and the newsletter looks back at the conference as well as to the future. Once again many people from so many parts of the world came to the conference to share and exchange knowledge. The Special Interest Groups (SIGs) had their own meetings this time with great success. Thank you to all who contributed to make the conference an interesting event. You can read more about the conference in this Newsletter.

It was announced at the conference in Copenhagen that the 9th International Conference on Workplace Bullying and Harassment will be in Milan in 2014. We look forward to seeing you there.

Annie Høgh
President of IAWBH
Summary of IAWBH Conference in Copenhagen

Approximately 200 scientists, practitioners and professionals from 29 countries attended The 8th International Conference on Workplace bullying and Harassment – Towards future challenges. In total the conference had 22 sessions with 5 parallel themes in which approximately 170 high quality papers were presented. And in addition approximately 40 delegates presented high quality and very interesting posters.

Since the first conference in the mid 1990’es we have come far. The presentations at the early conferences consisted mostly of first and second level research in which we registered and explored the phenomenon of workplace bullying and attempted to develop and test comprehensive multi-causal models. Here in 2012 we have moved further in terms of both level of research and the applied methodology. For instance, the conference had several presentations of third level studies involving the development, implementation and evaluation of programs aimed at preventing and/or managing bullying at the organisational, group or individual level. This is promising for future potential targets of bullying and their work-places.

Also, there were new studies on the association between bullying and health effects and about risk factors, and coping strategies. It was a pleasure to see that longitudinal studies are starting to emerge. Furthermore, there have been new and daring
initiatives to further explore the phenomenon of bullying - also in a cultural context - and how we measure it. In addition, we have learned that bullying is perceived differently among employees and employers as well as among men and women.

The very overall aim of our common research endeavors is to minimize individual health effects as well as the organizational and societal cost of workplace bullying. In this respect and seen in a global context we are still far from reaching our final goal. Even though European studies show that in many countries workplace bullying is indeed on the organizational agenda, many of us, researchers as well as practitioners regularly meet managers who fail to see the link between production or service and employee wellbeing – and who are not impressed by tales and even figures that demonstrate links between exposure to bullying and severe health problems.

In addition to being able to refer to adequate national laws on work environment we also need to be able to refer to research that convincingly demonstrate the organizational costs of negative acts or bullying. And it was a pleasure to see that such research endeavors are taking place.

Finally, for our organization and for the field as well, the conference showed the very positive development that more and more practitioners from all over the world attend the biennial conferences. It is our hope that this trend will further fruitful collaborations – we need each other!

*By Eva Gemzøe Mikkelsen and Annie Hogh*
The new Board

Denise Salin and Guy Notelaers, members of the IAWBH Election Committee, presented the election results for
the new Board of IAWBH at the General Assembly in Copenhagen.
The new IAWBH Board comprises:
Annie Hogh (President), Premilla D’Cruz, Nils Mageroy, Elfi Baillien and Stale Einarsen, [all these are academ-
ics] and Adrienne Hubert and Shayne Mathieson [both practitioners].
Carlo Caponecchia and Sue Harrington are Reserve Board members.

Below the Board members present themselves in their Board roles.

Annie Hogh, President

In my first four years as a board member I was responsible for communication. In
the next period as president of the IAWBH I would like to make it a priority to pro-
mote networking and the sharing of knowledge that can be used to manage and
hopefully prevent bullying in organisations and be useful for the people involved.

Premilla D’Cruz, Secretary

Premilla D’Cruz has been on the Board of the IAWBH since its inception in
2008. During the initial two years of her tenure, Premilla was in charge of Spe-
cial Interest Groups (SIGs) and developed both the SIG co-ordinator role portfo-
lio as well as the initial groups themselves. Since 2010 and further to her re-
election in 2012, Premilla has taken on the role of Secretary within the Board
and has been punctually and meticulously maintaining records of meetings,
meeting decisions and follow-up action, thereby facilitating the work of other
IAWBH Board members. As a part of her current role, Premilla is developing and
maintaining earchives for the IAWBH.

Nils Magerøy, Treasurer

My board role: Treasurer of the IAWBH participating as ordinary board member
on the other matters as well.

Nils Magerøy
Ståle Einarsen, Conference

Ståle Einarsen is professor of Work and Organizational Psychology at the University of Bergen, Norway and head of what has been known as the Bergen Workplace Bullying Research Group. Ståle organized the 4th conference on workplace bullying in Bergen and was one of the founder members of the IAWBH. In the board his primary role will be to take care of the associations conferences, events and courses, hence taking over the role Dr. Helge Hoel had in the former Board. This means that Ståle will work closely with the University of Milan to make sure that the next conference of the IAWBH in 2014 will be as successful as the associations former conferences and secure that there is good communication between the board and the local host of the Conferences and courses that are run by the association. In Milan, the IAWBH will again host a PhD course like we did in Cardiff and Copenhagen. Ståle will be in charge of this. He will also start to work on securing a host for the 2016 conference.

Adrienne Hubert, Communications

Dear members, I may stay in the Board for my second term of two years. In the first term I was the Special Interest groups coordinator. In the next term I will do Communications, which makes me responsible for the newsletter, the website and the LinkedIn group of IAWBH. Please send me information about developments in your work for the newsletter and the website (a.hubert@hubertconsult.nl).

Shayne Mathieson, Special Interest Groups

Kia ora IAWBH members, from Shayne Mathieson in New Zealand. As one of the practitioner members of the Board, I’m happy to be taking over the role of the Special Interest Group (SIG) coordinator from the very well organised Adrienne. I intend to liaise with SIG convenors shortly as to their plans for their groups, and I welcome any thoughts anyone has on the further development of the groups. Linkedin will play a bigger role in SIG communication in the future, so we encourage you to join this network if you haven’t already. I can be contacted on shayne.mathieson@clear.net.nz or skype address is shayne.mathieson

Elfi Baillien, Events and literature

Hello IAWBH members! I am very pleased to be one of the new members of the Board. To ‘serve’ you well, I would love to be your point of reference in terms of interesting events for both academics and practitioners in the workplace bullying and harassment field. I will also engage myself to list new literature that enhances our understanding in the intriguing topic of workplace bullying and harassment. Have you just tracked down a superb article or read about an interesting conference? Have you just published your own findings? Are you maybe organizing a bullying seminar? Do not hesitate to e-mail this good news to Elfi.Baillien@hubrussel.be!
IAWBH General Assembly

June 14th 2012, 17.00 to 18.00 hours Copenhagen time

8th International Conference on Workplace Bullying and Harassment,
Copenhagen, Denmark

Present:
All elected officers.
Around 80 members.

1. Minutes of and actions from the 2010 General Assembly (GA)
The minutes of the last GA held in Cardiff in June 2010 were unanimously accepted.
Two actions arising out of these minutes were discussed.
a. The IAWBH constitution had been amended to include the practitioner aim of 'evidence-based practice'.
b. Details about the preparation of a position statement on diagnostic criteria were shared.
   Nils Magerøy, Treasurer and Convenor of the Therapeutic Practitioners SIG, reported that, at the request of the IAWBH Board made in August 2010, a research group comprising Professors Tone Tangen and Stig Berge Matthiesen, Associate Professors Morten Birkeland Nielsen and Thormod Idsøe and himself had been formed and had held regular meetings in Bergen, Norway, looking through scientifically published literature on workplace bullying/harassment and PTSD or PTSD symptoms.
The research group’s preliminary conclusion were:

   i. There is a lack of clinical studies on workplace bullying/harassment and PTSD though two existing studies suggest such a link.

   ii. While there is some evidence for the association between workplace bullying/harassment and PTSD symptoms, longitudinal studies do not yet exist.

   iii. Moreover, targets of workplace bullying/harassment may also suffer from after-effects other than PTSD/ PTSD symptoms. Symptoms occurring in
association with non-qualifying (possibly stressful, but not classifiable traumatic) events (i.e., workplace bullying/harassment) might alternatively be subsumed under the diagnosis of adjustment disorder, depressive or anxiety disorders, or distress that is not part of a recognizable psychiatric disorder.

The research group’s recommendation to the IAWBH was:

i. There is a need for large studies of representative samples of persons bullied/harassed at work where the targets get a comprehensive assessment of risk factors (such as personality, earlier psychopathology, family disposition, other life-stress, social support, and current psychiatric disorders) and are assessed by validated structured clinical interviews (SCID). The suggestion is that these studies should be undertaken before an approach to the DSM and ICD committees is made.

Members present at the GA put forward their comments: One person pointed out that on the basis of the general literature that there is enough evidence to suggest that workplace bullying/harassment may qualify as an A-criterion or trauma in relation to PTSD. Another person did not see the imminent need to have workplace bullying/harassment included as an A-criterion and stated that longitudinal studies were needed. A third person asked whether the research group had looked into the sexual harassment literature for possible pointers on the issue. Nils Magerøy replied that the research group had focused on the workplace bullying/harassment literature but would discuss the current suggestion at their next meeting.

Members agreed that the IAWBH Board should decide the next course of action based on the research group’s recommendation and the GA discussion.

Actions

A1. The IAWBH Board to take the GA discussion on point 1b above forward and communicate the same to the membership via the newsletter. Following the ensuing dialogue between the Board and the membership on the topic, further actions will be initiated.
2. President’s report

Charlotte Rayner, President, presented a brief report of the Association’s activities since the last biennial conference held in Cardiff in June 2010. A printed detailed report was also circulated to members prior to the meeting.

Highlights of the President’s report included thanking Gary Namie for his contribution during his tenure on the Board, informing the membership that their participation in the 2012 Copenhagen conference had been subsidized by the IAWBH in lieu of starting bursaries for Ph.D. students, and thanking Peter (Chat) Robinson for his contribution to the development of the IAWBH logo.

Members’ feedback for the IAWBH logo was sought and received unanimous approval.

One more action arising from the 2010 GA minutes was discussed.

a. The Board’s endeavour to create a code of ethics for the IAWBH was shared. It was pointed out that as the Board worked on this task, they realized that it necessitated the creation of grievance and appeal committee which entailed recruiting a large set of volunteer officers. Given that the IAWBH is a membership and not a professional organization, its ability to recruit and organize volunteers is limited and beyond its capabilities. Equally, members are also part of their own professional associations which have such structures. By remaining a membership association, the IAWBH can keep its costs down and not be liable to audit or tax while continuing to run with very low fees to members. Consequently, the Board rejected the proposal to create a code of ethics.

Members’ comments on the President’s report were solicited. Members had no comments to offer.

3. Treasurer’s report

Nils Mageroy, Treasurer, informed the membership that the IAWBH was solvent and had GBP 13,198.49 GBP in its Paypal account and approximately GBP 3,000 in a British bank account. Of these funds, approximately GBP 6,000 was to be paid the 2012 Copenhagen conference organizer for the Doctoral Workshop, registration fee subsidy and other smaller conference costs.

The need for a paid accountant to oversee the financial operations of the IAWBH on a regular basis was shared and members’ views on the same were solicited. Members unanimously agreed to this.
4. Doctoral workshop 2012

Helge Hoel, Board member for the Conference, told the membership that 24 students had attended the pre-conference doctoral workshop held on 12 June 2012 in Copenhagen and had provided a positive feedback about it. He went to state that a full-day workshop ending with a social programme was envisaged in the future.

**Actions**
A2. IAWBH Board to take forward the suggestion about the doctoral workshop.

5. Special Interest Groups (SIGs) at 2012 conference

Adrienne Hubert, Board member for SIGs, informed the membership that the IAWBH had 10 SIGs and thanked SIG convenors for their contribution (Convenors were called individually by name).

Based on the feedback received during the 2010 conference, pre-conference SIG meetings were organized during the Copenhagen conference to give members time to participate in SIGs and interact with other SIG members. Accordingly, pre-conference SIG meetings were held post-lunch on 12 June 2012 and attended by 105 delegates.

SIG dinners were organized on 13 June 2012 and attended by 102 delegates.

Positive feedback was received for both the above events.

Given that the discussion fora on the IAWBH website were considered to be constraining for SIG communication, a move towards LinkedIn was being started after a suggestion from a member. At the outset, this would be initiated for the entire association and not for SIGs specifically but could be used by SIGs as well. Members welcomed this move.

It was observed that SIG activity surged around the biennial conference but ebbed at other times and the reason for this had still to be determined.

A member pointed out the need for the therapeutic practitioner SIG to have more time at the conference, suggesting that a full day be allocated for the discussion of clinical issues. The member further recommended that guidelines on treatment protocols be put up on the IAWBH website.
Actions
A3. IAWBH Board to initiate LinkedIn as a means of communication.
A4. IAWBH Board to take forward the suggestion on practitioner requirements for time at the biennial conference and on putting up guidelines on treatment protocols on the IAWBH website.

6. Governance report
Maarit Vartia, member of the IAWBH Governance committee, shared with the membership that she had been through all the IAWBH Board meeting minutes since the 2010 Cardiff conference. She highlighted that the Board had been proactive in its functioning and actioned all recommendations swiftly and efficiently.
She suggested that it may be worthwhile for the Board to consider meeting physically (face-to-face) once every year (rather than only at the biennial conference).
Charlotte Rayner, President, while appreciating the relevance of the suggestion, shared that the Board had not been able to implement the physical meeting between 2010 and 2012 due to costs involved (approximately GBP 8000 for a one day meeting).

Actions
A4. IAWBH Board to examine the possibility of meeting physically during 2013.

7. 2014 Biennial Conference
Helge Hoel informed the membership of the call, bidding and selection process for the 2014 conference. He announced that the 2014 conference would be held in Milan and that the conference organizers would be making a brief presentation about it during the conference closing session on 15 June 2012.

8. Election results
Denise Salin and Guy Notelaers, members of the IAWBH Election Committee, presented the election results. The new IAWBH Board comprises Annie Hogh (President), Stale Einarsen, Premilla D’Cruz, Nils Mageroy and Elfi Baillien [all these are academics] and Adrienne Hubert and Shayne Mathieson [both practitioners]. Carlo Caponecchia and Sue Harrington are Reserve Board members. Denise Salin and Charlotte Rayner are the Election Committee.
Denise Salin encouraged members to consider standing for Board positions in the 2014 elections.
9. Governance committee
Charlotte Rayner informed members that election of a new Governance Committee member had been overlooked during the 2012 IAWBH election cycle. The IAWBH Board, in its meeting on 11 June 2012, suggested that a Governance Committee be formed with Maarit Vartia (for 2 years) and another member who volunteers (for 4 years). Elections for a Governance committee member post could be held during the 2014 IAWBH election cycle and each cycle after that. The membership unanimously accepted the Board’s suggestion regarding elections to the Governance Committee.

Members were invited to stand for the Governance Committee (2012-2016 cycle), to be elected at this GA. Charlotte Rayner stated that Helge Hoel had stepped forward as a volunteer. No other members put themselves forward and hence it was agreed that Helge Hoel would be appointed to the Governance Committee until 2016.

10. Any other business
The issue of LinkedIn had already been discussed under the SIGs report in point 5 above. There was no other business.

Members were thanked for their attendance and the meeting was closed.

Minutes prepared by Premilla D'Cruz, Secretary, IAWBH
IAWBH on LinkedIn

Yes! We have a LinkedIn group for IAWBH now. In Copenhagen, many of you voiced a wish for a general IAWBH online group (not limited to a Special Interest Group) where researchers and practitioners could communicate, discuss and perhaps form research alliances. This would seem to be the place.

**Instructions to join:**

You need to be a member of IAWBH and of LinkedIn.

If you are a member of LinkedIn, sign in into your LinkedIn account, go to 'Group directory' and search for 'IAWBH'. Please make a request to join the group and you will get an approval very soon.

**New members**

Since the last newsletter we have 19 new members from all over the world:

- Yaseen Ahmed, 6sigMEA FZ LLC, United Arab Emirates
- Eleni, Apospori, Athens University of Economics and Business, Greece
- Milda Astrauskaite, Vytautas Magnus University, Lithuania
- Elfi Baillien, HUBrussel, Belgium
- Louise Baker, Louise Baker Ltd, United Kingdom
- John Castleford, Independent practitioner, United Kingdom
- Shelley Collins, Just Resources Limited, United Kingdom
- Gönül Dangaç, Human resources specialized, Turkey
- Malgorzata Gamian-Wilk, University of Lower Silesia, Poland
- Eva Jorendal, Föreningen STOPP - mot kränkande särbehandling i arbetslivet, Sweden
- Lidija Kekenovska, Macedonian Centre for research and prevention of mobbing, Macedonia
- Pamela Krauss, Morrison Reist, Canada
- Kemi Labinjo, Amber & Greene Ltd, United Kingdom
- Renae Leverenz, University of Adelaide, Australia
- Camilla Teil Nielsen, Selfemployed consultant and coach, Denmark
- Maryam Omari, Edith Cowan University, Australia
- Jennifer Sellers, Inspired Mastery, Denmark
- Brian Trainor, Trainor Communications Inc, Canada
- Michael Williamson, FRANZCP, Australia
- Eva Zedlacher, Vienna University of Technology, Austria

A warm welcome to all of you!
New members: To get forum-updates, please don’t forget to subscribe to forums of your interest at our website. Just go to your Special Interest Group, click on the word ‘forum’ and then click the button [subscribe to forum]. If you need any help, please let me know.

Shane Mathieson, Board member (Special Interest Groups)

Next newsletter

The next IAWBH newsletter will appear in September 2012. Please inform us about:

- your published work,
- international conferences on workplace bullying,
- special issues on workplace bullying and harassment,
- research breakthroughs,
- new research projects or challenging hypothesis,
- international cooperation and funding, and
- any news that may be relevant to a great deal of our members.

Please send your contribution for the newsletter before the 20th of August 2012 to:

Adrienne Hubert, Board member (Communications),
a.hubert@hubertconsult.nl