Welcome to the March issue of the IAWBH Newsletter 2014. Two big events are coming up this spring and summer: The elections and our biennial international conference the third week of June in Milan. More than 170 abstracts have been received by the organizers so we have some interesting days ahead of us at the conference. Please also remember to sign up for the pre-conference workshops if you want to attend: the one-day workshop for PhD students and the different SIG-group meetings, which you can read more about on the next pages. The election of board members, election committee members and the governance audit will be held in May – if you want to stand for one of these positions you can get more information on how to on page 3. And to all members - please remember to vote!
I would also like to draw your attention to the new initiative from the IAWBH – the summer school. If you have any research or practice oriented issues that you would like to explore further in the company of members and non-members you now have the chance of getting economical support from the IAWBH to do so. Please see how to apply for funding in the Newsletter.

To learn more about the diversity of where bullying can take place we bring a story in the Members’ corner of a bullying incident.

And finally, I am really happy to welcome all the new members who have decided to join the association this year – you can see the list on the last page of the Newsletter. Welcome and I hope to meet many of you in Milan in June.

Best wishes,

Annie Hogh
President
Elections 2014

On behalf of the election committee we would like to inform you that the preparations for the 2014 IAWBH elections have now begun. This spring we will be electing:

- a president
- two board members
- two reserve board members
- one person for the governance audit
- two election committee members

We kindly invite you to consider if you would be interested in standing for any of these positions. This is an excellent chance to work for our Association and to support and influence the future of bullying research and practice. Please find more information for candidates and a form for candidates on the IAWBH web page [http://www.iawbh.org/elec](http://www.iawbh.org/elec) (please note that you need to log in).

If you are interested in standing for any of these positions, please send the information requested to Denise Salin denise.salin@helsinki.fi or Charlotte Rayner charlotte.rayner@port.ac.uk (i.e. the members of the current election committee) no later than April 6th. You are warmly welcome to contact us earlier to express your interest or ask any questions. Elections will be held in May and results announced in June. We hope there will be a high number of candidates!

Yours sincerely,

Denise Salin and Charlotte Rayner
PhD seminar in Milan 17th June 2014

The board of the IAWBH is proud to announce a PhD seminar to be held in connection with the 9th International Conference on Workplace Bullying and Harassment in Milan on the 17th of June 2014, from 0900 to 1600. The seminar follows the tradition and success from earlier conferences in Cardiff and Copenhagen and invites all PhD students in our field to join us for a day of lectures by well-known and experienced researchers in the field, discussions of important issues on the field, methodological input and possibilities to discuss one’s own project with other PhD students and senior researchers in the field.

The seminar is sponsored by the board and includes a light lunch. The seminar hours are 0900-1600. Participation at the seminar is free of charge for all PhD students who are attending the Milan conference and will be held at the Clinica del Lavorro Devoto at Via Commenda, 10 - via San Barnaba, 8, in the city center of Milan close to the main University building.

Host of the seminar is Prof. Ståle Einarsen from the University of Bergen in Norway. To attend the seminar please send an e-mail with your registration and the working title of your PhD project to stale.einarsen@psysp.uib.no.
Preconference meetings Special Interest Groups

Milan: Tuesday 17th of June 2014

On the day before the IAWBH conference we have meetings of several Special Interest Groups (SIGs):
• Dynamics of Power
• Therapeutic Practitioners
• Research Collaboration
• Legal issues
• Organisational Practitioners
• Organizational Influences and Bystanders
• Risk Management
• Trade Unions

You need to register for the SIG meeting with the convenor of the SIG. The SIG meetings are open (and free) for attendees of IAWBH Conference in Milan.

The Special Interest Groups will meet to discuss relevant developments in their field. On the following pages you will find information about the plans they have with their meeting.

Please visit the website: http://www.iawbh.org/SIGmeetings for updates.

Best wishes,
Shayne Mathieson
Board member, responsible for the SIGs;
BoardSIGsCoordinator@iawbh.org

Shayne Mathieson
Dynamics of Power

This is a facilitated session on the topic of “Bullying, power and powerlessness: What do we need to understand?” Come and participate.

Please check material on the website of the SIG for some interesting reading material that might warm you up ...

Convenor: Hadyn Olsen
Duration: 2 hours
Provisional place and time: Room 3 (15.45-17.45h)
Maximum number of participants: follows
To register for the meeting please send an e-mail to: dynamics.of.power@iawbh.org

Therapeutical Practitioners SIG

Dear Colleague,
It is starting to happen!! We are creating history!! Following our successful half-day meeting in Copenhagen, 2012, on the 17th June, 2014, [the day prior to the IAWBH conference in Milan,] the Therapeutic Practitioners Special Interest Group will conduct the first ever full day discussion and professional development event focusing on the clinical treatment of targets of workplace bullying. This day will be of interest to therapists/mental health professionals working with targets/victims of workplace bullying and harassment who are already attending the main conference. Evelyn Field and Pat Ferris are convening this full day. We hope that everyone will attend and have the opportunity to meet, discuss significant issues and present their research, cases, etc. We want the day to include -
1. Welcome by Evelyn, Pat and brief introduction by everyone present.
2. Morning presentations to include all issues around diagnosis
3. Afternoon - issues around treatment
4. Discussion of research needs for the future and development of case presentation format for future conferences.
Summary of day, plans for future, e.g. newsletter, more information on website, guidance notes, ICD10.

We are encouraging colleagues to share their research, experiences (and expand on presentations being given at the main conference), and thoughts in various formats such as thought papers, presentations, or facilitated discussions.
While scientific evidence is welcomed, it is not necessary to participate and for this first conference, peer review will be minimal: we expect that everyone interested should be able to present in some format.

What can you present? We want to hear about everything! Successful treatments, insurer challenges, medico-legal issues impact on therapy, suicidal clients, suitable tests, medication, alternatives, long term victims, concerns or questions... Depending on the interest in presenting, presentations may be limited to 1/2 hour.

Evelyn will present more on the DSM V, (PTSD, inclusion of bullying,) faulty beliefs and brain research. Pat will present her work on ruminative thinking in targets of workplace bullying as well as a review of genetic contributions to target behavior. We understand that Marie -France and Christiane are preparing presentations for the group. We are thrilled that the IAWBH is establishing an academic reputation, however as practitioners we need to treat our patients/clients as soon as possible, as effectively as we can. Thus evidence-based practice, practice-based evidence, anything that helps (even dark chocolate and Bach rescue remedy) is important for therapists to know. We will also open discussion around a research agenda for clinical issues and hope to establish partnerships that take clinical discussion into the scientific realm.

We also hope that you extend this invitation to other colleagues working in the field...... So that we may create our agenda for the day, we invite you to send in your synopses by the end of March to therapeutic.practitioners@iawbh.org. Then we can work out timetables, hopefully to include everyone's contributions. We are grateful for the support for this day from IAWBH. This day is open only to those attending the main conference.

Convenors: Evelyn Field & Pat Ferris
Duration: a full day
Provisional place and time: room 2 (large room; 9.30 -17.00h)
Maximum number of participants: follows
To register for the meeting please send an e-mail to: therapeutic.practitioners@iawbh.org
Research Collaboration

The Research Collaboration SIG aims to offer a platform for bullying researchers all over the world to exchange research ideas and collaborate in intriguing studies that may further knowledge in the workplace bullying domain. Are you looking for partners to work on a project proposal? Would you like to share or exchange datasets with others to get the most out of your data? Or, would you like to organise a cross-culture comparison study? Then this would be the SIG for you to attend!

During the SIG-meeting at the conference, we would first of all like to get to know each other: what aspects of bullying research would you like to cover? What are you looking for in terms of research collaboration? This will open the door to mingle with other researchers to exchange ideas and join forces. Second, we will also think with you how we could to organise the SIG during the year to make sure all participants are getting the most out of it. The Research Collaboration SIG is shared by Guy Notelaers (University Bergen) and Elfi Baillien (KU Leuven), and is open to all researchers; being novel PhD students, post-doctoral researchers, established professors or practitioners conducting research.

Convenors: Elfi Baillien & Guy Notelaers
Duration: 1 hour
Provisional place and time: room follows (17.00-18.00h)
Maximum number of participants: follows
To register for the meeting please send an e-mail to: research.cohaboration@iawbh.org.
Legal issues

We hope that those interested in legal and policy developments relating to Workplace Bullying and Harassment will join us in a general discussion on recent developments in your countries. We plan a three-hour meeting and look forward to your suggestions for items to be put on the agenda for that meeting. Recent developments that could be discussed include new legislative proposals, such as regulatory frameworks targeting cyber-bullying and new studies on regulatory effectiveness and the role of unions. Please contact us with your suggestions.

Convenors: Katherine Lippel, University of Ottawa and Kemi Labinjo, Amber and Green
Duration: 3 hours
Provisional place and time: room 4 (12.00-15.00h)
Maximum number of participants: follows
To register for the meeting please send an e-mail to: legal.issues@iawbh.org

Organisational Practitioners

Dear members of the Organisational Practitioners Special Interest Group.

As neither Catherine nor Laura is able to join us in Milan, I have been asked to chair our SIG meeting on Tuesday 17th of June.

Having reflected on content and form of such a meeting, my colleague Tine Ravn Holmegaard and I have come up with a programme which we hereby invite you to comment and contribute to.

The idea behind the programme design is to facilitate the following process:

- To allow presentations and discussions of new perspectives and models
- To facilitate discussions of how our understanding of the bullying phenomenon relates to our choice of interventions
- To facilitate discussions of the methods that we use when we work with organisations with a bullying/harassment problem
Programme headlines of the SIG meeting on Tuesday 17th of June 10:00 am – 5:00 pm.

After a short presentation of the participants, I will present my understanding of the bullying/harassment phenomenon as consisting of various sub-phenomena. After this, participants are invited to share their own understanding of the phenomenon, and to reflect upon the practical relevance of such an understanding.

After a break, I will give a 5 min. introduction to a basic model of the phases that precede and follow an organisational intervention:

1. Detection
2. Clarifying roles and responsibilities
3. Investigation
4. Data analysis
5. Intervention
6. Evaluation

I suggest that we use most of the remaining time at the meeting to focus on phases 3-5, more specifically to present and discuss how we as practitioners
- investigate cases
- analyse the data we have collected
- intervene at various organisational levels (Individual, Group, Managerial and Organizational level)

I hope that some of you would be interested in presenting cases, which can exemplify the methods used in the three phases. I suggest that we use approx. 45 min. for each case involving:

a) Presentation of the case and methods used
b) Group discussion of the presented case

Finally, I suggest that we take time to evaluate the SIG meeting and to reflect upon the recommendations from our meeting in Copenhagen.

Looking forward to hearing your comments to the suggested agenda - and whether you would be interested in presenting a case. In order for me to have the final agenda ready for our meeting – please write back to me mid May the latest.

See you in Milan :)
Best regards,
Eva Gemzøe Mikkelsen

Provisional place and time: room 1 (10.00-17.00h)
To register for the meeting please send an e-mail to: organisational.practitioners@iawbh.org
Organisational Influences on Bullying and the Role of Bystanders

Information about the meeting: will follow soon at the website: [http://www.iawbh.org/SIGmeetings](http://www.iawbh.org/SIGmeetings)

Convenors: Roelie Mulder & Sabrina Deutsch
Duration: 2 hours
Provisional place and time: room 4 (15.15 -17.30h)
Maximum number of participants: follows
To register for the meeting please send an e-mail to: organisational.influences-bystanders@iawbh.org

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Risk management

Information about the meeting: will follow soon at the website: [http://www.iawbh.org/SIGmeetings](http://www.iawbh.org/SIGmeetings)

Convenor: Carlo Caponecchia
Duration: 3,5 hours
Provisional place and time: room 3 (12.00-15.30h)
Maximum number of participants: 25
To register for the meeting please send an e-mail to: risk.management@iawbh.org

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Trade Unions

Convenor: Genevieve Murray
Duration: 2 hours
More information will follow at the website: [http://www.iawbh.org/SIGmeetings](http://www.iawbh.org/SIGmeetings)
IAWBH Summer School 2015 – Call for proposals

The International Association of Workplace Bullying and Harassment aims to facilitate research and practice in the field of workplace bullying and harassment. This is reflected in our biennial conference that joins many academics and practitioners in their interest in this fascinating topic. Another avenue that has now been made possible by the growth of members, is to support initiatives that contribute to increased knowledge and better practices in the field.

In this respect, IAWBH now offers its members the opportunity to apply for funding to organize a **Summer School 2015: a small-scale research or practice-oriented meeting with the explicit aim to stimulate knowledge regarding important aspects in the workplace bullying and harassment field**. The Summer School explicitly stands for ‘growth’ and is not profit-oriented. It will focus on a particular topic that stimulates more challenging research (for example, new statistical techniques or complex research designs), furthers good practices (for example, conflict management techniques or reintegration of victims) or both. It aims to stimulate contact between IAWBH members and bullying researchers/practitioners from all over the world, contributing to a broader network for individual researchers or practitioners. To this aim, IAWBH provides a **sponsorship of (max) 1500 GBP**.

Are you interested in organizing such a Summer School? Please submit your proposal to the IAWBH board ([Summer-school@iawbh.org](mailto:Summer-school@iawbh.org)) before **October 1, 2014**.

The proposal should contain following aspects:

- Title and description of the Summer School
- Indication of why this Summer School is important for the workplace bullying and harassment field (‘growth’)
- Dates and place
- Contact person
- Key notes or trainers involved
- A budget plan
- Names of at least 8 IAWBH members willing to participate
- Tentative schedule
Application guidelines:

- The application is done by an IAWBH member
- The Summer School will consist of multiple days during the summer period (June – September)
- The Summer School focuses on a specific research or practice technique that adds to the workplace bullying and harassment field (such as policy development or diary studies)
- There is written consent of at least 8 members that they will participate. These participants should preferably come from a variety of (at least 3) countries.
- The Summer School is organized by the local organizers.
- Participation is open to all IAWBH members, yet also to non-members.

Lowest possible costs to the participants; IAWBH members would maximally pay a reduced fee, non-member would pay a reasonable full fee.

Selection criteria for submissions as evaluated by the IAWBH board:

- The proposal contains all aspects as described in this call
- The proposal followed in detail the application guidelines
- The proposal stimulates growth within our field, from an academic and/or practical perspective
- The initiative is not related to commercial activities. It is non-profit in nature
- Sufficient – international - IAWBH members that will attend the initiative

Our decision will be announced by December 1, 2014.

For further information, please contact Summer-school@iawbh.org.
Literature update

Elfi Baillien has prepared for us a literature update for 2014. The complete publication list can be found at our website: [http://www.iawbh.org/lit](http://www.iawbh.org/lit).

We kindly ask our members to complete the list with published work regarding workplace bullying and harassment. Your suggestions will be published in our next newsletter. Please send your suggestions to: Elfi Baillien, elfi.baillien@hubrussel.be


Schindeler, E (2013) Workplace violence: Extending the boundaries of criminology. *Theoretical Criminology* published online 5 December 2013. The online version of this article can be found at: [http://tcr.sagepub.com/content/early/2013/12/04/1362480613511980](http://tcr.sagepub.com/content/early/2013/12/04/1362480613511980)

Hirigoyen, M-F (2014). Le harcèlement moral au travail, France, “Que sais-je?” PUF.

Hirigoyen, M-F (in press). Todo lo que se debe saber sobre el acoso moral en el trabajo, Spain, Paidos.

**Upcoming events – 2014**

*European Academy of Occupational Health Psychology Conference 2014*
'Looking at the past - planning for the future: Capitalizing on OHP multidisciplinarity'
14-16 April 2014, London, UK
[http://www.eaohp.org/conference.html](http://www.eaohp.org/conference.html)

*2nd International Conference On Corporate Social Responsibility & Sustainable Development*
2 – 5 June 2014, Jakarta, Indonesia

*9th International Conference on Workplace Bullying and Harassment (IAWBH)*
17-20 June, 2014 – Milan, Italy

*IACM 2014 Conference*
4-7 July 2014, Leiden, The Netherlands

*28th Congress of Applied Psychology*
From crisis to sustainable well-being.
8 – 13 July 2014, Paris, France

*The 74th Annual Meeting of the Academy of Management*
The Power of Words
1-5 August, 2014, Philadelphia, PA, USA
[http://aom.org/annualmeeting/](http://aom.org/annualmeeting/)
Summary of a new book on bullying

"The State of Knowledge on Workplace Bullying"

For IAWBH members who read French or Spanish (other translations to be come), here is a little book that is important to read: Hirigoyen M-F, "Le harcèlement moral au travail", Ed “Que sais-je?” PUF, 2014, “Todo lo que se debe saber sobre el acoso moral” Ed Paidos, 2014.

In 2000, Dr. Marie-France Hirigoyen, psychiatrist, expert for the Court of appeal of Paris, published "Le harcèlement moral, la violence perverse au quotidien" (Stalking the soul, Helen Marx books, New York), which lead to the creation of French law on harassment, now penalised in the labour code, the penal code and the code for public employees. Fifteen years later, in her most recent publication, Hirigoyen makes an overview assessment of harassment within the workplace today, in France and also abroad.

In this book she re-examines the definition and the description of the bullying process, distinguishing it from other psychosocial risks that are not punishable by French law against harassment. She evokes French and international epidemiological studies, analyses the consequences of harassment on the targets’ health, and offers possible solutions. She shows how the example of French law on bullying is both unique and useful for understanding other national contexts. While the definition of harassment in the original text was imprecise, legal precedent came to refine it and even to extend it to include the punishment of managerial harassment.

Concerning causalities, without denying the reality of modern management dysfunctions Hirigoyen ensures not to absolve individuals of responsibility. For her, bullying is a complex process whose origin is not linked to a single cause but to several factors, psychological, sociological and managerial, which interact and reinforce each other. She suggests taking into account not only the profound transformation of work organization but also the cultural changes of our society.

Prepared by:
Marie-France Hirigoyen
CALL FOR PAPERS - SPECIAL EDITION

WORKPLACE BULLYING:
FROM RECOGNITION TO RESOLUTION

Following the launch of Best Practice Guidelines for managing workplace bullying by WorkSafe New Zealand in February 2014, a special edition of the NZJHRM is planned for January 2015.

Researchers are encouraged to submit articles associated with themes related to Workplace bullying: From recognition to resolution. Papers from all parts of the world are invited, with those directly related to interventions and the New Zealand workplace context being particularly welcome.

Timeline
Submission deadline: 1 September 2014
Review period closes: 31 October 2014
Revision acceptance deadline: 15 December 2014
Publication: 31 January 2015

Visit our website: http://www.nzjhrm.org.nz/Site/About.aspx for details on uploading your submission, and submission lengths and types.

For more information, contact either:
Associate Editor Dr Alison Thirlwall at alisonthirlwall@uowdubai.ac.ae or
Editor Dr Maree Roche at mroche@waikato.ac.nz

NZJHRM promotes New Zealand innovation in HR to an international readership. We provide informed HR guidance with a New Zealand-South Pacific theme for those who practice, teach, research, or study in the field of human resources management anywhere in the world.
Dear colleagues:

I have updated "Bullying, Violence, Harassment, Discrimination and Stress: Emerging Health and Safety Issues" for 2014. The latest edition covers new developments in countries all over the world: Australia’s new workplace bullying law; new EU developments on stress and psychosocial risks at work; Canada's release of a national voluntary standard for psychological health and safety in the workplace; Ontario's 1.46 million bullying award; British Columbia’s new workplace bullying and harassment policies; South Africa's enactment of the Protection from Harassment Act; and India's passage of a sexual harassment law.

Attorney Richard Cohen of Fox Rothschild and author of the Employment Discrimination Report stated: "The book is chock-a-block full of resources that are otherwise hard to find and compile. A hearty recommendation."

Available on Amazon.com or through theisogroup.com/publications. Or contact me at ecobb@theisogroup.com.


Prepared by:
Ellen Pinkos Cobb
Senior Regulatory & Legal Analyst
The Isosceles Group
Plenty of Bull to go Around: 
Reflection on the Miami Dolphins Bullying Incident

Prepared by:

Leah P. Hollis Ed.D.
Patricia Berkly LLC
www.diversitytrainingconsultants.com

In late October 2013, Jonathan Martin, second year starting tackle for the Miami Dolphins, abruptly left the team checking himself into a hospital because of relentlessly aggressive treatment he received from teammates. Despite his physical size at 6’5” and 315 pounds, Martin was the target of workplace bullying; a recent report written by Paul, Weiss, Rifkind, Wharton and Garrison LPP confirms team misconduct from Ritchie Incognito contributed to the emotional stress and departure from the team.

Looking at the past behavior of both players, they are the classic target and bully pair. An overly aggressive and troubled young person evolves to terrorize a particularly passive colleague and peer. The unique facts of this case include a “fine book” where Incognito memorialized fines coerced through intimidation, sometimes up to $10,000 of Martin and other players. The press releases in October characterized a type of friendship between Martin and Incognito; however the independent report states Martin’s “effort to befriend Incognito also is consistent with the reaction of a person who is trapped in an abusive situation… it is a common coping mechanism exhibited by victim of abusive relationships” (p. 18). The report also confirms that Incognito joined with two other players, Jerry and Pouncey who bullied another teammate “Player A” and an “Assistant Trainer.”

Anecdotal conversations over the past months have laid blame on leadership, on Martin for being “too soft,” or on team captains for not reporting the misconduct.
Yet, the independent report confirms this problem which culminated in the locker room was years in the making. Given the past behavior of Incognito, there is plenty of blame to go around regarding what an organization can accept from a player who has been previously suspended from not one but two college teams.

The recommendations are then for everyone in the environment. There are many players in the workplace bullying scenario with the Miami Dolphins organization, just as there are many players in ANY workplace environment in which bullying and aggression are allowed to flourish. Any organization has a responsibility to vet out who is hired into the organization. High performers who are bullies, rule breakers and miscreants ultimately undercut the very high performance the organization once anticipated.

1. The bully has a responsibility to seek help. Whether the bully is Ritchie Incognito, or any other aggressor, his personal reflection over the years riddled with arrests and suspensions should highlight a number of signals that need intervention.

2. Bystanders and witnesses have a responsibility. By saying nothing, bystanders and witnesses allow the aggressive behavior to erode the organization. Saying nothing is a silent state of complicit support for the bully.

3. The target has a responsibility as well. While this comment is not about blaming the victim, the responsibility is about self-advocacy. Just as a target of sexual harassment or racial discrimination has a legal responsibility to approach the offender, and then report the unwanted behavior to organiza-

This high profile Miami Dolphins workplace bullying case is proof positive that workplace bullying and aggression can emerge anywhere. Bullying can take hold of an organization and ruin the careers and professional objectives of all those in the organization. For more information about the Report to the National Football League Concerning Issues of Workplace Bullying at the Miami Dolphins, written by Paul, Weiss, Rifkind, Wharton and Garrison LLP, please follow the link to [http://www.nfldolphinsreport.com/](http://www.nfldolphinsreport.com/).
Bullying as a mental health concern and a form of workplace violence is receiving significant global attention; and the Nova Scotia Government and General Employees Union is pleased to host this International Conference, *Shifting Workplace Culture, Prevention, Promotion, and Protection*. 

This international conference will be of interest to the private sector, as well as government, health care, policy makers, community development innovators, not-for-profit organizations, trade union and labour affiliates; and educators in the post secondary sector who will graduate the next generation of workers.

Presentations and calls to action will focus on four relevant themes:

1. **Program delivery and evaluation**, examines;
   - Research for evidence and best practices
   - Employer feedback directing sustainable change – provide model
   - Facilitator competencies for program delivery
   - Evaluation methodology (quantitative and qualitative)

2. **National Standard of Canada on Psychological Health and Safety in the Workplace**;
   - Relationship between bullying and a psychologically safe workplace
   - Develop a strategy based on the Standard
   - Motivation to implement within workplaces

3. **The Role of Labour**
   - Awareness/education (looking at technology and on-line training)
   - Collaborating with labour and allied organizations on strategy
   - Critical factors in building capacity and changing culture

4. **Restorative practices and fairness at work**
   - Understanding who is affected; people who bully, targets, and bystanders
   - Participatory - democratic, fair, deliberative and reflective
   - Restorative processes as an alternative to zero tolerance
   - Critical factors in building capacity and changing culture

Keynote speakers have been internationally recognized for their areas of expertise and include;

**Valerie Cade**, is an educator and internationally recognized, award winning presenter and considered one of North America’s top experts in the field of stopping workplace bullying. A business consultant to health care organizations, government, the corporate sector and not for profit setting; Valerie is author of the bestselling book “*Bully Free at Work: What You Can Do To Stop Workplace Bullying Now*”, currently distributed in over 100 countries

**Mary Ann Baynton**, MSW, RSW, is co-chair of the Technical Committee on the National Standard of Canada on Psychological Health and Safety in the Workplace. An independent consultant she also serves as the Program Director for the Great-West Life Centre for Mental Health in the Workplace; is a member of the Mental Health Commission of Canada’s Expert Panel and recently appointed to the ISO project committee on occupational health and safety management systems
**Joan Jessome**, President of the Nova Scotia Government and General Employees Union. Joan’s vision to offer an educational program, Working Toward Bully-Free workplaces to the NSGEU’s 30,000 members was launched in 2010. Several major projects have come out of this program which now has approximately 50 facilitators delivering this model in three provinces and consulting in several other provinces and organizations.

**Helge Hoel** is a Professor in Organizational Behaviour and Director of the University of Manchester Fairness at Work Research Centre (FairWRC). A recognized international expert on bullying, harassment and violence in the workplace he has written and contributed to a number of books, articles and reports in the area of bullying, violence and harassment; including the International Labour Organization (ILO) and the European Foundation for the Improvement of Living and Working Conditions.

You are invited to visit the conference website at [http://nsgeu.ca](http://nsgeu.ca) and go to the bully-free workplaces section for conference details, and on-line registration information.

The NSGU looks forward to your participation in this dynamic event.

**Of further interest to you;** since announcing the conference dates, the NSGEU has been selected as the only union, and one of approximately 25 organizations across Canada, to partner with the Mental Health Commission of Canada (MHCC) on a three-year research project aimed at motivating uptake of the world’s-first National Standard for Psychological Health and Safety in the Workplace.

Prepared by: Susan Coldwell

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**Working Toward Bully-Free Workplaces**

*International Conference June 11 - 13, 2014*
Who is....?
Errin Britt

In this column members of IAWBH may introduce themselves in a snowballing manner. After answering some questions about themselves, their work and developments in their country, the presented member may pick up another member from the membership list (they don’t know yet) for the ‘Who is...?’ column in the next newsletter.

Barb MacQuarrie from Canada who introduced herself in the last newsletter chose Errin Britt from United States (Maryland) as the member to be interviewed in this newsletter.

Tell us something about yourself

I live in Baltimore, Maryland. I am originally from South Haven, Michigan and moved to the East Coast about ten years ago. I have lived in Baltimore for just over six years now. In my spare time, I like to go to the theatre, watch movies, read and work-out. It is important to me that I work on staying balanced and healthy.

How did you become interested in workplace bullying?

I became interested in workplace bullying when I first started interviewing for my current position at Johns Hopkins. My work involves making recommendations and assisting with interventions in situations of workplace violence and disruptive behaviors at work. Workplace bullying falls on a larger continuum of disruptive behaviors at work and is something that we are establishing policies and processes around in order to intervene at earlier stages.

What can you tell us about the development of the workplace bullying field in your country?

There are currently no laws in the United States making workplace bullying illegal. Unless the target of the abuse is in a protected class and can claim harassment or discrimination under Title VII, often the target has no recourse. In my opinion, my position at Johns Hopkins, which is dedicated to the issues of workplace violence and disruptive behaviors in the workplace, is quite progressive in the United States.
What can you tell us about your work?

I work at Johns Hopkins and my title is Workplace Risk Assessment Program Manager. My work consists of managing the risk assessment processes and lending consultation to managers and other employees on issues of workplace violence and disruptive behaviors at work. We have developed a process to which representatives in human resources or people who feel that they have been targeted by workplace bullying can report their concerns and an assessment can be completed. The goal of the assessment is to really understand the behaviors, determine if they fall on the continuum of disruptive behaviors at work and make recommendations for interventions.

What do you hope to achieve in the field of workplace bullying in the future?

My goals as related to workplace bullying are to continue creating awareness around this issue and advocating for better processes and greater understanding on the supervisor/manager level. There is a lot of work to be done but I believe that it largely starts at this level.

Who is the member you pick from the membership list for the ‘Who is...?’ column in the next newsletter?

I choose Pam Farmer, The Change Map Consultancy, United Kingdom.

What is your question for the member?

My question is “how has your approach to workplace bullying changed since you moved from the corporate world to consulting?”

Thank you very much for taking part in this interview!

Adrienne Hubert (editor)
New Members

- Manuel Araújo, ESEIG_IPP, Portugal
- Guy Babungu Maya, Tearfund, DR Congo
- Karen Dons Blaedel, Danish Defense, Denmark
- Francis Buttigieg, Dignity at Work Now Gibraltar, Gibraltar
- Anne Marie Byrjalsen, AKON Arbejdsmiljøkonsulenterne AS, Denmark
- Sabrina Deutsch Salamon, York University, Canada
- Anny Haldrup, Specular, Denmark
- Karen Harlos, University of Winnipeg, Canada
- Rekha Johnson, Independent, Switzerland
- Laura MacDonald, Simon Fraser University, Canada
- Frances McGregor, University of Huddersfield, United Kingdom
- Janice McLeay, Janice McLeay Consulting, Australia
- Kate Molloy, Kate Molloy Consulting, Australia
- Michele Moreau, Preventing Harm Initiative, Australia
- Tuija Muhonen, Malmö University, Sweden
- Terry Neiman, Justice Institute of British Columbia, Canada
- Cheryl Otto, OOPS Inc., Canada
- Pascale Poudrette, Université de Montréal, Canada
- Fergus Roseburgh, Unite Trade Union, United Kingdom
- Shellie Simons, University of MA-Lowell, USA
- Cecilie Thorsen, Haukeland Sykehus, Norway
- Kanami Tsuno, Wakayama Medical University, Japan
- Whitney van den Brande, IDEWE, Belgium
- Sandra Walden Pearson, Walden Pearson and Associates, Australia
- Esque Walker, ELW Consultants Mediation & ADR Services, United States
- Howard K. Whitton, The Ethicos Group, Australia
- Brent Wright, Certifications International Group LLC, United States
Next newsletter and guidelines

We are delighted that a lot of our members contribute to the IAWBH newsletter. To ensure the quality of contributions, the Board of IAWBH has prepared some guidelines.

If you intend to write a contribution for the newsletter please first check the guidelines at our website: [http://www.iawbh.org/Newsletterguidelines](http://www.iawbh.org/Newsletterguidelines).

The next IAWBH newsletter will appear in July 2014. 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 1st of July 2014** to:

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

Disclaimer:
The viewpoints in contributions other than those communicated by Board members in their capacity as office bearers do not reflect the position of the IAWBH or its Board but of the author. Authors must necessarily ensure accurate referencing and citations and the IAWBH and its Board are not responsible for plagiarism within contributions.