

NEWSLETTER OF THE IAWBH

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Editor: Annie Hogh

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Welcome to the March newsletter

Dear IAWBH Member

It is my pleasure to welcome you to the March edition of the IAWBH Newsletter. As the IAWBH matures, we continue to see exciting developments in our field and in our Association. Please visit the 'News' section later - more events and opportunities are coming to the IAWBH and its members. Let us know if you have any recent events too – our next issue is scheduled for June, so please contact Annie Hogh, our Editor.

I must apologise to Members for our recent trials regarding taking membership monies and renewing your subscriptions. But it is now fixed! PayPal asked us to provide evidence of our non-profit status to be able to adhere to their money-laundering protocols (all finance related institutions have these). We are not a large enough organisation to make it worthwhile registering ourselves as a charity in the UK (where our bank account exists) and indeed such status would not extend to the vast majority of our membership (who are not UK-based) and we cannot afford to register as a charity in every country where we have members. Nils Mageroy, our Treasurer, has made every effort to convey this to PayPal and due to his efforts we now have the account reactivated. It feels odd to me to apologise for not taking your money before now, but I do! Thanks to everyone for being patient in this matter – feel free to pay your dues.

Do continue to use the newsletter and the website and please enjoy the collegiality of our Association. If you are visiting conferences and other knowledge-exchange events, let us know as there might be other IAWBH members who would be interested in going too.

Our Ethics Code is shaping up and I will be providing further details next time. Finally please do think about helping us with a logo ... we need one! Do you have design friends, family or are design-conscious yourself? Please do participate – details appear by the News section in this issue. Meanwhile I wish you a good season and the very best with your work.

Charlotte Rayner, President

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Special Interest Groups (SIGs)

New postings on the Therapeutic practitioners SIG Forum:

Nine questions for Consultant treatment services for targets of bullying have been answered by Evelyn M. Field, practicing psychologist based in Melbourne, Australia. Other consultants that are members of our organization may volunteer to answer the same questions and post them on our webpage.

Nine questions for Health services specifically designated to persons suffering from work life bullying were answered by Sylvia Punzi for "Clinica del Lavoro Luigi Devoto", Milan. The clinic has seen patients that have been exposed to bullying since 1996. If anybody knows about similar institutions the convenor would be happy to know about them as well and might ask them for similar information.

Nils Magerøy

Board member and convenor for Therapeutic Practitioners SIG.

A misunderstanding about forum updates

Some members mistakenly believe that because they have signed up for a Special Interest Group, they will automatically get forum updates of that Special Interest Group.

Unfortunately this is not true. If you sign up for a Special Interest Group the convenor of that Special Interest Group is able to send you e-mails, but you need to subscribe separately to get any forum updates.

It is really worth to subscribe for the forum updates. Some interesting discussions are going on (especially in the SIGs of the practitioners) and we don't want you to miss them.

It is very easy to subscribe to your favourite forum. 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 us know.

Best wishes,

Gary Namie and Adrienne Hubert

Board members, responsible for the SIGs

Board_SIGs_Coordinator@iawbh.org

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Events

Conference: Work, Stress, and Health 2011: Work and Well-Being in an Economic Context
Orlando, Florida, USA, May 19-22

Sponsors: American Psychological Association, National Institute for Occupational Safety and Health, Society of Occupational Health Psychology

IAWBH presence will be substantial -- let's have a meetup on Friday night 20 May, 6.15 pm at the Carnivale Bar at the conference hotel -- DoubleTree at the entrance to Universal Orlando

Fri lunchtime seminar by Stale Einarsen: Bullying and Harassment at Work: Recent Developments in Theory Research and Practice (Friday)

Negative Consequences of Workplace Bullying (Friday paper presentation)

U.S. Employment Practices Mainstream Workplace Bullying: Insights from HR, Union, Legal, and Consulting Practitioners (Sat. Symposium)

Understanding the Abusive Workplace: A Multi-faceted Discussion of Science, Practice, and Law (Sun. Symposium)

Gary

The 8th International Conference on Workplace Bullying and Harassment

First call for abstracts will appear on the conference website in April. Please check the conference homepage: www.bullying2012.com . It is possible to sign up for news about the conference on the conference website.

Annie Hogh
Conference organiser

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News on the website

News

Special issue on the law of workplace bullying

A special issue of the Comparative Labor Law & Policy Journal, on the law of workplace bullying is now published and may be downloaded. The issue includes papers from Australia, Québec, Chile, France and Belgium, Germany, Spain, Sweden and the United States.

(February 2011: [to download](#); members only)

Experts answer questions on treatment of targets of workplace bullying

Please read their answers to nine questions and answer the questions yourself if you treat targets of bullying. **(February 2011: [to discussion](#); members only)**

New events

At our ['events' page](#) the following new events are being outlined:

- **The Second Conference of the Regulating for Decent Work network (ILO)**

Date and place: 6-8th July 2011, Geneva

- **First Latin American Conference on Institutional and Workplace Harassment**

Date and place: 6-8th July 2011, Mexico City

- **PhD seminar on bullying at Birkbeck College, London**

Andy Liefoghe has secured funding for a series of seminars to be held over the next few years. To launch the seminar series an event at The Clore Management Centre (Birkbeck College) in London will be held at 6.30pm 18 May 2011.

For details and booking, please visit www.bbk.ac.uk/business/bullying. International students are welcome.

Announcement of a special issue of the IJWHM

The special issue on workplace bullying and health management is to be published on 1st April 2011. It is Volume 4, Number 1. The issue presents five articles and an editorial paper on workplace bullying. Free online access trial for members of IAWBH. (for information of the content of the special issue, see Research Spotlight, below).

(February 2011: [Read more](#); members only)

Abstracts IAWBH Conference online (February 2011: [to abstracts](#); members only)

List on Bullying & PTSD publications

A list of publications on this topic has been put on our website. The list has been collected from The Bergen Bullying Research Group database by Morten Birkeland Nielsen with some added references from Nils Mageroy. The list is from late fall 2010.

(Dec. 2010: [go to list](#); members only)

Logo competition

Help us design a logo **(Dec. 2010: [read more](#); members only)**

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You may inform us if you have relevant news for the website. This may include:

- international conferences on workplace bullying,
- special issues on workplace bullying and harassment,
- research breakthroughs
- international cooperation and funding,
- and any news that is relevant to a great deal of our members.

If you want to make announcements to just a small part of our members, please use the forums of the Special Interest Groups (SIGs). The News page shouldn't become a place for the promotion of local workshops or other kind of advertisements. It is for the Board to decide whether a news item will be placed at the 'News' page or at another place at our website.

Please send news items to:

*Adrienne Hubert, boardmember (a.hubert@hubertconsult.nl) or
Annie Høgh, boardmember (annie.hogh@psy.ku.dk)*

Members' corner

Here members have an opportunity to include in the newsletter pieces of interest for members of the IAWBH. For instance abstracts from peer reviewed articles and books; information about journal special issues and conference calls.

If you have published an article you are welcome to write a short summary for the Newsletter or – if you can get permission from the journal - we can also include the abstract of the article.

On the website you can join the discussion forum for the Sigs. We encourage you to use these sites and please visit our website on www.iawbh.org/

Annie Høgh, editor

New IAWBH members

The board would like to welcome the following new members to IAWBH:

- Jadranka Apostolovski (Association for help and education of mobbing victims, Croatia)
- Rhonda Williford (National Labor Relations Board, USA)
- Yvonne Bienko (University of Toronto, Canada)

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Research spotlight

Special issue of the International Journal of Workplace Health Management (IJWHM)

HOT PRESS - GOOD NEWS FOR MEMBERS

Emerald will provide a free online access trial to the journal for association members once this issue publishes.

We are pleased to announce that a special issue of the IJWHM is to be published on 1st April 2011. It is Volume 4, Number 1. The issue presents five articles and an editorial paper on workplace bullying and health management.

Most, if not all members, of the IAWBH are aware of workplace bullying and harassment and the health consequences for individuals involved including those targeted, witnesses or bystanders, the alleged perpetrators and those who have to address the problem such as counsellors and family members.

This special issue places workplace bullying in the context of workplace health management.

Workplace health is becoming a major public health issue for employers and all levels of government, and at an individual organizational level. Well planned, comprehensive workplace health programs have been shown to be cost-effective, especially when the health promotion programs are targeted and matched to the health problems of the specific employee population. Furthermore, studies have repeatedly demonstrated that workplace health programs not only lower health care and insurance costs, but also decrease absenteeism, and improve performance and productivity.

The goal of this special issue is to expand the boundaries of our understanding of workplace bullying as it pertains to workplace health management and to effective programs that will help to address the problem. To that end, we encouraged authors to submit papers addressing:

- The impact of workplace bullying on individual health - to include primary prevention, behaviour modification, attitudes and lifestyle choice, health education, health promotion, and how to motivate people
- Workplace culture - to include management policies and procedures, communication systems, training and learning opportunities, and work-life balance, and the effect this has on morale and well-being
- Physical work issues - to include musculoskeletal health/ergonomics
- Legislative and policy outcomes – to include the impact of health and safety legislation and occupational health; the effectiveness or otherwise of organisational policies; and the level of compliance within the organisation

All submissions were double blind peer reviewed, using the normal IJWHM review criteria while also taking into account the contribution of the paper to extending our understanding of workplace bullying as it pertains to workplace health management.

There are five articles published in this issue. The first two address aspects relating to the alleged perpetrator. In "Two dilemmas in dealing with work place bullies – false positives and deliberate deceit" Axel Klein and Suzanne Martin draw from two case studies formulated from workshops on responding to domestic violence in the workplace but in which parallels to workplace bullying were found to be predominant.

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Moira Jenkins, Helen Winefield and Aspa Sarris, in "Consequences of being accused of workplace bullying: an exploratory study", address the psychological health consequences including depression, anxiety, and post traumatic stress disorder for the alleged perpetrator.

Few studies have investigated women's experiences of caring for their health throughout a bullying experience. The third article, "Workplace bullying changes how women promote their health" by Judith MacIntosh, Sue O'Donnell, Judith Wuest and Marilyn Merritt-Gray, attends to that oversight. Using a qualitative feminist grounded theory method, they found that the experience of being bullied at work results in a disturbance in women's health.

Mona O'Moore and Niall Crowley provide the fourth article, "The clinical effects of workplace bullying: A critical look at personality using SEM". They use a sample of 100 individual psychological assessments conducted by professional psychologists at the Anti-Bullying Research and Resource Centre in Dublin. The aim of the study was to evaluate the subjective experience, with associated clinical and health effects, on workers subjected to workplace bullying. Specifically, they examine personality as a potential moderating factor of psychological and physical health in relation to workplace bullying.

In the final article, "Prevention of bullying and conflicts at work: Process factors influencing the implementation and effects of interventions", Eva Gemzøe Mikkelsen, Annie Høgh and Louise Berg Puggaard provide the results of an intervention study developed from an earlier questionnaire study in which baseline data on bullying, negative acts, conflicts, psychosocial work environment and health factors were obtained from 3363 employees from 60 public or private workplaces.

We hope you will read these articles and expand your knowledge of workplace bullying and harassment and workplace health management. We commend the issue to you.

Michael Sheehan & John Griffiths (Co-editors of IJWHM)

Article summary

New rationale for coworkers' ostracism of bullied individuals

Parks, C.D., & Stone, A.B. (2010). The desire to expel unselfish members from the group. *Journal of Personality and Social Psychology*, 2010, Vol. 99, No. 2, 303–310.

We all know, and some IAWBH members research, the reluctance of coworkers to come to the aid of bullied targets. This was a lab simulation study designed to test explanations outside the realm of bystander effects and social influence. Rather, Parks and Stone created a mixed-motive (individual vs. group gain), social dilemma-type game for participants. The lone participants played a 10-round game of making contributions to, and harvesting points from, a pool ostensibly created along with four other players. It was a computer simulation. One of the virtual others, person blue, was portrayed as "fair" with small/small or large/large contribution/use pairings, as "unselfish" (large contribution/small use) or as "selfish" (small contribution/large use). Finally, participants rated to what extent they wanted others to remain in the virtual group. The key measure was the rating for person blue.

Fair actors received the highest retention scores and the selfish person was seen as the least desirable. Surprisingly, the unselfish person was seen as less desirable as the selfish one. In a sec-

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ond round of studies, the benevolent-unselfish actor was expelled but not due to confusion or incompetence. In a final test of plausible explanations for why the group is willing to expel a valuable member who is an over-contributor to the group's positive impact while using few resources, participants were asked reasons for expulsion. It turns out that, by comparison to self, for some, it was less fair when someone in the group was altruistic. The prime reason (by 58% of participants) given for cutting the unselfish member was the resultant negative self-evaluation. It also appears that the distinctiveness of being benevolent was resented as being too different from the rest of the group. The person was seen as a rule breaker and non-normative by 35% of participants. The selfish actor was expelled for perceived destructiveness (77%).

This study demonstrated counterintuitive hostility to a generous group member who either makes others feel bad by comparison or appears threatening by virtue of her or his virtue. Despite the perceptions of the benevolent group member by the group, that person probably is not motivated to make members feel bad by comparison or to attempt to upset the group norms, given that by definition the virtual member contributed greatly to the common good while using few resources for her- or himself.

This matches closely the experience of bullied targets ostracized by coworkers. The study offers new explanations.

Summary by *Gary Namie (boardmember)*

Call for Papers

Journal of Managerial Psychology Special Issue: Workplace Aggression and Bullying at the Cross-Roads: State of the Art in Theory and Research

Special Guest Editors:

Raymond T. Lee, University of Manitoba (Canada) Céleste M. Brotheridge, Université du Québec à Montréal (Canada)

For more information please see the website.