

The International Association on Bullying and Harassment in the Workplace

MISSION

To stimulate, generate, integrate and disseminate research and evidence-based practice in the field of workplace bullying and harassment and to promote fairness, justice and dignity at work for all.

AIMS

The Aims of the Association are to contribute by scientific means to:

1. Promote fairness, justice and dignity for all at work
2. Promote a deeper understanding of the phenomenon of workplace bullying and harassment
3. Increase knowledge of the contextual factors relating to workplace bullying and harassment
4. Understand the interpersonal, intrapersonal organizational and societal dynamics of workplace bullying and harassment
5. Disseminate research-based knowledge and evidence-based practice on workplace bullying and harassment
6. Bring together researchers and practitioners for collaboration and knowledge sharing
7. Broaden the geographical scope of research and evidence based practice into workplace bullying and harassment
8. Promote evidence-based practice

KEY ACTIVITIES

1. The co-ordination of the biennial International Workplace Bullying and Harassment Conference (administered in collaboration with the local organiser).
2. Facilitation of the sharing of research and evidence-based practice through means such as
 - * internet site
 - * newsletter
 - * workshops, seminars, courses etc.
 - * networking groups.
3. Provision of collaboration opportunities for researchers and practitioners

MEMBERSHIP

1. Membership is open to all.

GOVERNANCE

1. The International Association on Bullying and Harassment is a not-for-profit organization.
2. The highest authority of the organization is the General Assembly of Members which meets at least every two years.
3. The General Assembly of Members elects the Board
4. The Board comprises 7 members of which at least 5 members are employed fulltime by an academic or recognised research establishment. Elections will take place of all eligible members by electronic means prior to the General Assembly.
5. There will be an Electoral Committee, comprising two elected members and a representative from the board, who will manage the election process. The two members are elected by the General Assembly for the next electoral period.
6. The President will be elected every two years by the General Assembly.
7. The remaining 6 Board members will be elected from the candidates assembled by the Electoral Committee. Normally three members will be elected at each general assembly. They will stand for four years.
8. The Board is responsible for operational activities of the Association and will name a Board member to undertake the role of Treasurer. If the Board needs a vote to resolve a matter, at least 5 board members must be present to make the vote.
9. The Board will convene at least twice a year.
10. The electoral committee should aim for an equal gender split on the board, with no less than a split of 2/5. The electoral committee should aim for a diverse representation of the board.
11. Two substitute members will be elected by the General Assembly for a two year period as stand-ins should a Board member be unable to complete their term.
12. If the President is unable to complete his/her term of office, the Board will appoint a new President from within the Board for the remainder of the term of office.
13. Normally elected Board Members will serve for a maximum of eight consecutive years. The President will serve a maximum of 4 consecutive years.
14. The Founder members of the association are (alphabetically): Michelle Barker, Staale Einarsen, Helge Hoel, Annie Hogh, Duncan Lewis, Mona O'Moore, Charlotte Rayner, Michael Sheehan, Angelo Soares, Maarit Vartia. The Founder members were members of an interim Board which first convened in Dublin, June 2006, during the

5th International Conference on Bullying and Harassment in the Workplace. The Founder members were the organisers and owners of the International Conference until the Association was established at the 6th International conference in Montreal 4-6th of June 2008.

15. Three members of the Board will be appointed by and from the Founder members for the first Board (for a two year period) at the first General Assembly in Montreal 2008.

16. The Board is in charge and accountable for the financial resources of the association. The General Assembly elects two members, each for a four year period, to view and without prejudice comment on the governance of the Board, and they must deliver an oral report at each General Assembly.

17. Any activity that includes a major long-term investment and commitment for the association must be put forward by the residing Board to the General Assembly who will discuss the matter and vote.

18. Any change in these statutes need to be dealt with as in (17). This can be achieved through a two-thirds majority at one General Assembly or a simple majority at two consecutive Assemblies.

19. Closure of the Association can be decided in accordance with (18).

20. Those who wish to be nominated for election must be proposed and seconded by current eligible members. They must complete the relevant paperwork for the election committee at least three months before the General Assembly.

21. All members eligible to vote may do so.

22. All paying participants at the 6th International conference on Bullying and Harassment in the Workplace in Montreal are eligible to participate in the First General assembly. For consecutive assemblies only fully paid-up members are allowed to take part and vote. Paid-up members will have reduced fees for all activities within the association, including the International Conference.

23. Membership fees will be set by the Board on an annual basis, taking effect from 1 July in each year. In setting fees the Board will ensure that there is a separate, lower rate for enrolled students. The Board may also create differential membership fees based on the residence of members in developing, transitional or developed economies as classified by the United Nations.

24. The finances of the Association will be governed and audited according to the given laws, rules and regulations of the host University or research institute, as decided by the Board.

25. The Board can call an Extraordinary General Assembly.

26. The Board can remove a President, office bearer or Board member from their role on the Board by unanimous vote of the remaining Board members, in cases of maladministration,

significant dereliction of roles and duties, or otherwise acting against the interests of the Association. An Extraordinary General assembly can be called by any Board member as an appeal mechanism against the Board decision for removal.

27. Amendments to this constitution would normally only occur by a two-third vote

ALL NAMES PRESENT

(Attendees at Montreal Biennial General Assembly)