

IAWBH International Association on Workplace Bullying & Harassment

From the President

Dear members

I hope that you're staying well as events around the world continue to pose challenges for us all.

The work of the IAWBH continues to adapt to new contexts and new ways of working. This is evident in a few elements of our newsletter, including an important reflection from Ivan Williams Jiménez on how artificial intelligence can have implications for how bullying and harassment is detected into the future.

Another example of adaptation is our hybrid conference being hosted in sunny San Diego in September 2022. I'm really looking forward to the innovations that will come from this conference, both in relation to our program, our attendance, and our interaction with a wider range of colleagues working in bullying, harassment and related topics. The call for papers is now open – the links are in this newsletter. I know it may be hard for some of us to cast our minds forward to September, given multiple uncertainties. However, there will be opportunities for everyone to participate, and I encourage you all to submit your best work and showcase it to the world!

I was so pleased to be able to meet some of our student members at our online 2021 PhD student workshop in November. A very big thanks to Dr Nik Djurkovic for facilitating the session online, along with Prof Premilla D'Cruz and A/Prof Alison Thirwall. All of the students who attended will hopefully be presenting in San Diego. Several scholarships to support students to attend the conference will be available, so do look out for information on that shortly – in the meantime, I recommend submitting an abstract via the conference portal (details below!).

IAWBH had some great achievements in 2021. Our online conference was a stunning success in April, and we followed this up with a series of smaller but well-attended online events for members. Planning our events is taking a lot of time, creativity and imagination in this ever-changing pandemic. But our people are strong, and committed, and I thank each of you that contributed to IAWBH this year in any way – for example, through a conference question, a social media share, event coordination, or Board activities. In this issue we also honour the memory of one of our most outstanding and respected members, the late Prof Katherine Lippel, with a tribute penned by Dr Loic Lerouge and Prof Helge Hoel.

Thank you all for your continued support of IAWBH. 2022 will be another big year, and I look forward to seeing as many of you as possible. I hope you have a relaxing end to 2021, and that you can find some fun away from work, and come back refreshed and energised for the new year.

Best Wishes,

Carlo



IAWBH President
Carlo Caponecchia.

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From the President

The 2024 IAWBH Conference...could you host it?

The IAWBH is now looking for organizers for its 14th biennial conference planned for 2024. This will follow the very successful previous conferences of London (2002), Bergen (2004), Dublin (2006), Montreal (2008), Cardiff (2010), Copenhagen (2012), Milan (2014), Auckland (2016), Bordeaux (2018), Dubai (2020)...and the upcoming 2022 conference to be held in San Diego.

The 2024 conference will last four days, preferably in May, June or July 2024 and will normally run as the first day involving a PhD workshop, and then three days of the main conference programme.

The local organising committee is typically comprised of a group of researchers and practitioners associated with a university or research institution.

If you and your group are interested in hosting the 14th IAWBH conference in 2024 please write to Carlo Caponecchia at carloc@unsw.edu.au for the conference bid document.

We look forward to hearing from you soon.



13th IAWBH Conference is in America's Finest City: San Diego

September 19-24, 2022

Known as America's Finest City for its beaches and year-round 70-degree F (that's 21-degrees C) summer weather, San Diego is a great place to attend the next conference!



View from Top of the Hyatt, the bar atop the conference hotel. Snag a seat somewhere along the 360°windows, have a drink, and enjoy the beautiful views.

You'll be attending the conference in San Diego's historic and urban Gaslamp Quarter, which offers many walkable options for accommodations, restaurants, activities, and views of the ocean. You can also shop there in the Gaslamp or go 5 minutes west to Seaport Village and shop along the ocean. Eat at one of the hundreds of restaurants or go 5 minutes north to Little Italy for authentic Italian food. Go 10 minutes Northeast and visit [Balboa Park](#) (the largest urban cultural park in North America, with museums, gardens, and amazing architecture) or the world-famous San Diego Zoo. A 20-minute ride share or cab will take you to La Jolla, The Jewel of America's Finest City and known around the world as a top vacation spot.

San Diego's conference committee is switching things up in a few ways. First, it'll be the first attempt at a hybrid conference, so that you can attend in San Diego or virtually. (I say attempt because I am still working out the details, so stay

tuned on that.) Second, we are planning an HR workshop day to run alongside the PhD workshop day. I am aiming to bring HR professionals from around the country to attend that and the conference itself. Third, your Conference Chair this year is a practitioner, so give me a little grace as I might do things a bit differently than previous Chairs!

[Visit the conference's website](#) for more information; we'll be adding to it regularly.

Sincerely,

Catherine Mattice,
CEO at Civility Partners
IAWBH Conference Chair

From the Conference Committee

San Diego 2022 : Opportunities to get involved

Call for papers: Submission Deadline: Tuesday, February 1 2022

Our conference theme this year is '*Re-imagining Ways to Research and Address Workplace Bullying and Harassment Across the Globe*'. Several decades of research devoted to the study of workplace bullying and harassment has created deeper awareness and understanding of these phenomena. Despite these great strides there is still more work that remains to be done. The aim of this conference is to explore innovative ways to research and address workplace bullying and harassment. Bullying persists despite the collective efforts of researchers and practitioners to remediate it. This conference is designed to encourage us to think creatively about how new strategies might forge new ground in understanding and addressing bullying and harassment so that workplaces can be transformed across the globe.

Abstract Submissions: Academics and practitioners are invited to submit abstracts. All submissions will be double - blind peer reviewed with accepted abstracts published in the conference proceedings. The conference program will consist of workshops, oral presentations, and poster sessions. [Click here for more information](#)



In a #MeToo, #BlackLivesMatter, and (hopefully) post-pandemic world, now's the time to sponsor the IAWBH conference.

If your university, school, firm or business wants to align itself with the important issue of minimizing bullying and harassment to create a positive and thriving work environment across the globe, this is your opportunity. [Check out our sponsorship opportunities](#) and join those who've already signed on -



Civility Partners, the National Workplace Bullying Coalition, and Shippensburg University - in promoting our ability to gather, share research, and dialogue about this important issue. Sponsorship will make your university or organization look good and help us make this conference a success.

I and the conference committee look forward to seeing you in San Diego! If you have any questions, please reach out to me at Catherine@CivilityPartners.com.

The Jewel of America's Finest City, La Jolla

A tribute to Katherine Lippel

Our friend and colleague, Katherine Lippel passed away far too soon on the morning of 23 September 2021. Holder of the distinguished Canada Research Chair on Health and Safety Law at the University of Ottawa, she leaves behind a huge void, but also a life and a very considerable body of work dedicated to defending workers' rights for fairer protection against occupational diseases and accidents, as well as receiving better compensation. Moreover, through her research, publications, and contributions to public debate on the role of regulations to prevent workplace violence and harassment, she has contributed to a safer, fairer, and more dignified workplace. In this respect, it is essential to highlight Katherine's work for the International Labour Organization (ILO), not least her contribution to the recent ILO Convention on Violence and Harassment (Convention No. 190) which, following its ratification in an increasing number of countries, is becoming part of international law. Through a paper commissioned by the ILO entitled "Conceptualization of violence through a gender lens", Katherine's input to the debate helped ensure that the final Convention had a clear gender perspective.



Thanks to her high-level contributions, including the coordination of the Legal issues special interest group (SIG) and her commitment to its success, Katherine has contributed a great deal to the work of the IAWBH and to its influence. She was always present, close by and supportive of members and always ready to give good advice. In 2010 she initiated and edited a special issue of the Comparative Labour Law and Policy Journal which debated a variety of new national perspectives on laws and regulations within the field of workplace bullying. This publication was also later translated into Mandarin, despite not having any particular contribution on China.

Katherine pioneered research on the subject of occupational mental health comparative law, and the dialogue between disciplines on this subject that she so successfully initiated, inspired so many of us. She has been a mentor to many young researchers and has guided them to the end of their projects. It is hard to accept that she is no longer with us because she is still in our thoughts. How could we imagine that the dialogue with her would be so suddenly extinguished?

Dedicated and attentive to all those around her, Katherine will remain a reference point and a guide for all those who wish to follow the path of research in occupational health and safety law and comparative law. Her humility was as great as her human and scientific qualities. Words fail to describe our personal and collective loss, but... her memory will not leave us, as the inspiration she provided and her commitment has no limits.

Loic Lerouge

Helge Hoel

Workplace violence and harassment in the age of Artificial Intelligence and People Analytics

Working environments are dramatically changing alongside the introduction of new technologies and work processes. While the integration and deployment of Artificial Intelligence (AI) technologies and people analytics in workforce management practices, can lead to negative impacts (ILO, 2019) in the form of invasive monitoring growing, cyber-bullying and surveillance, the potential for these transformations to drive positive change in the world of work is evolving in ways that weren't initially anticipated.



Dr Ivan Williams Jimenez

For the past few years, we've seen an extensive use of AI and workforce analytics in human capital management. While it is widely recognised that AI and people analytics is positively impacting on fields such as talent acquisition, on-boarding processes, employee engagement and performance management practices, there is still a need to better understand how this technology will contribute to generate predictions, anticipate employees' behaviours, recognise patterns and risks, or retrieve information.

In this respect, one area that hasn't been explored yet, is the potential of the adoption and implementation of these technologies towards the prevention and management of workplace bullying and harassment. A particular field of interest where digital technologies have proven to advance in capacity, is regarding people-related analytics, that can now be used to look for patterns across workers' data, which can help to spot trends in staff health and wellbeing issues at the organisational level (EU-OSHA, 2019). Despite current limitations, it is still believed that appropriate uses of AI algorithms and AI-assisted bots can contribute towards the identification of harassing conduct in email and instant messaging communications, social media, contracts and legal documents (The Guardian, 2020). Simply put, this means that a software application will be designed to execute specific tasks or to somehow mimic human activity, that together with the use of algorithms will be able to look for anomalies in the corporate language exchange, frequency, or timing of communication patterns in the workplace.

As AI-enabled systems can be used to gather and analyse more data, companies might make use of this technology to detect patterns, identify or predict risks and find the best way to minimise them. These systems can include the mitigation of work-related violence and harassment risks, by improving the coping strategies in the workplace.

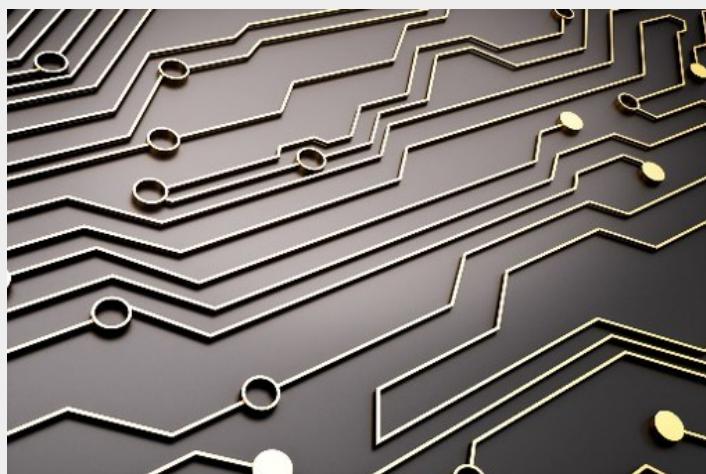
On other occasions, the use of these novel developments is applied to complex data management, in which systems have the capacity to go through workplace records and information that can be used to predict how workers might perform and develop, or monitor patterns and traits in behaviour, communication and management styles. This might also entail the use of behavioural profiling level where employers could make hiring or promotion decisions based on the presumption of how a worker has been compliant with corporate policies, practices, claims or incivility records.

Some other uses of this emerging technology focus in compiling information for harassment claims or to improve how employees report work-related violence and harassment allegations. This is the case of available AI-powered online tools for reporting workplace harassment and discrimination through a chatbot-style platform.

When managing and investigating workplace bullying and harassment claims, the way forms and evidence of inappropriate behaviour are completed and submitted are important, as a well completed claim will have the potential to be more effectively taken into consideration. The system can also help to fill some gaps as many of the claimants tend to be uneducated on organisational policies in place, legal remedies or lack specific training in reporting practices.



A similar tool (VICE, 2021), provides free guidance to victims of sexual harassment and misconduct, using deep learning developments. The AI system has been trained on more than 300,000 U.S. and Canadian criminal court documents, including over 57,000 documents and complaints related to sexual harassment many of those in the workplace or that entail a work-related aspect.



Other developments on the horizon based on behaviour (de Haan, 2020) analytics solutions might have a positive impact in bullying and harassment strategies, as the use of algorithms can read workers' emotions or predict their emotional responses by measuring and interpreting factors such as facial expression, tone, and sentiment analysis. The importance of a responsible use in the adoption and integration of these technologies can't be underestimated, as negative implications are likely to occur in relation to the management of workplace analytics and productivity performance.

While technology is not inherently harmful, but the way it is used can be (Moore, 2019). It is true that organizations are approaching a tipping point around the use of AI, advance analytics, and people data, but at the same time there's a clear need to better understand the work-related risks to workers privacy violations and discrimination that could lead to bullying and harassment. Some of these developments raise numerous legal and ethical questions relating to both the effectiveness of the technology (Eisenstadt, 2021) and the ways in which it alters the paradigm on which anti-discrimination and anti-harassment doctrine is based. Under this premise, technology isn't the biggest challenge, an unhealthy organizational culture, a toxic working environment or a poor work design is.

It is still unlikely that machines will be able to 100% mimic human intelligence, that said, it is expected that these developments will continue to exceed and support human performance on tasks that would require the analysis, collection and integration of information needed to improve the assessment of work-related violence matters. Given the difficult and sensitive nature of these issues, it is recommended that before AI-enabled and algorithmic systems are introduced into a workplace, a thorough review of their benefits and risks should be performed (NIOSH, 2019).

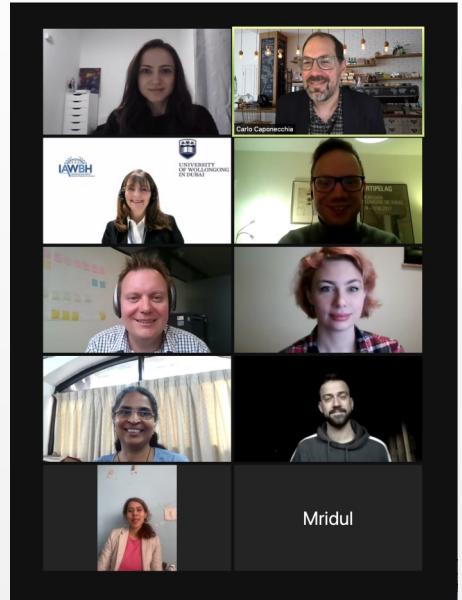
It is undeniable that, in the shorter term, workplace dynamics will shift, enhance and be replicated through intelligent machines. The question will be if these advancements will also perpetuate behaviours from humans such as bullying and harassment.

References

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- 6 Moore, Phoebe V. "Artificial Intelligence in the Workplace: What is at Stake for Workers?" In Work in the Age of Data. Madrid: BBVA, 2019.
- 7 Eisenstadt, Leora F., #MeTooBots and the AI Workplace (September 13, 2021). University of Pennsylvania Journal of Business Law, Forthcoming, Available at SSRN: <https://ssrn.com/abstract=3921186>
- 8 NIOSH. Artificial Intelligence. Implications for the future 2019 <https://blogs.cdc.gov/niosh-science-blog/2019/08/26/ai/>

Recent IAWBH Events

Members corner



PHD Workshop

In November a new format PhD workshop took place with a number of our IAWBH student members attending. Dr Nikola Djurkovic from Swinburne University lead the session, supported by Professor Premilla D'Cruz, Dr

Alison Thirlwall, and Dr Carlo Caponecchia. Everyone who attended took the opportunity to participate in the small virtual round-table discussions, gain valuable feedback and insights from the whole group on their projects, methods used, and challenges they were facing during their studies.

BYSTANDER RESEARCH WORKSHOP

10 NOVEMBER, 2021 | VIRTUAL | 8:00AM - 11:00AM (GST)

Come learn and discuss key insights in the field of workplace bullying bystanders, including: new definitions of bystanders; measuring bystander behaviour; new interventions for bystanders

Register in the link provided!
Contact neill.thompson@northumbria.ac.uk with any queries



Bystander Research and Practice Workshop

In November we also hosted our first Bystander Research and Practice Workshop. As you can see from the map of where everyone was based, this was attended by members from all over the globe and truly represented our international membership. Short updates of current research and practice was provided by Kara Ng, Eva Mikkelsen, and Neill Thompson on the topics of measurement, interventions and conceptualisation respectively. Time was given for lots of discussion on each topic with a real focus on current experiences, challenges and future directions. Everyone came away enriched by the experience and hopefully we can come together again in 2022.

Upcoming IAWBH member events

We are excited to be continue arranging short virtual topical get togethers throughout 2022 in the run up to the conference. These events will be run through Zoom and provide time and space for groups within the membership to meet up around important topics.



Early 2022: Examining Sexual Harassment Behaviours at Work

This informal group of members has met two times now and are planning another zoom meeting in the new year. If you want to get involved, find out more, or attend future meetings, please get in contact with Eva - egmikkelsen@health.sdu.dk

Early 2022: Bystander research and practice workshop

After a very enjoyable bystander research and practice workshop in November 2021, we are looking to repeat this session at a time-zone more conducive to North American members. More details will come out in the new year. For more information contact Neill: neill.thompson@northumbria.ac.uk or Eva: egmikkelsen@health.sdu.dk

Get involved or suggest future events

We are keen to hear from members who have an interest in leading or facilitating the above events. Also if you have ideas about hosting a group session/event for IAWBH members please do get in contact to discuss this and we can add it to the calendar of events. Sessions can be organised around specific themes of interest or geographical groups that want the opportunity to meet up.



Upcoming events

13th International Conference on Emotions and Work life. Postponed Until 2022. Lancaster, UK

<http://www.emotionsnet.org/conferences/emonet-xiii/emonet-xiii-call-for-papers/>

Academy of Management, 82nd Annual Meeting. 5-9 August 2022. Seattle, Washington, USA.

<https://aom.org/events/annual-meeting/annual-meeting-theme>

European Congress of Psychology (Rescheduled 2021 conference) 5-8 July 2022, Ljubljana, Slovenia.

<https://www.ecp2022.eu>

International Association of Workplace Bullying and Harassment Conference, Sept 19-24, 2022, San Diego. https://whova.com/web/hybri18_202109





The screenshot shows a newsletter page with a header "From the President". The main content is an article about Professor Katherine Lipson's funeral service. It includes a photo of the author, a sidebar with links like "Contributed by", "Newsletter guidelines", and "Newsletter archive", and a sidebar with "Contributor's Bio".

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>.

The next IAWBH newsletter will appear in March 2022—deadline for contributions 28th February 2022

Please inform us about:

- your published work,
- Local and national bullying in the media
- 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 significant number of our members.



Neill Thompson

If you would like to contribute or discuss ideas, please get in contact: neill.thompson@northumbria.ac.uk

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.