

From the President

Welcome to our March 2021 IAWBH newsletter.

So much has been happening to get our virtual conference IAWBH2020in2021 underway! It's exciting that tickets are now available, and there are major discounts for IAWBH members and those in developing countries. I've had a look at the papers that will be presented, and I'm really looking forward to the breadth of the submissions in this year's event. Our two keynote speakers - Premilla D'Cruz and Catherine Mattice - are introduced in this newsletter, as a taster of what's to come in the conference.

I'm particularly excited about the Global panels that we will be hosting. In these panels, we will have speakers from various regions providing insights on the most important developments in their part of the world in relation to workplace bullying and harassment. These are really important for an International Association like ours, and directly address several of our aims. In addition to increasing knowledge on bullying and harassment, and bringing people together in collaboration to work on this problem, one of our aims is to: *"broaden the geographical scope of research and evidence-based practice into workplace bullying and harassment"*. Most regions of the world will be covered – and the real benefit is in attending panels discussing events outside your direct experience.

I know that the format of the conference is different to what some of us are used to, and may mean some early mornings or late nights, but world events have caused us to adapt, and in some cases evolve. There will be more details about how it will all work as we approach April 12, and there is lots of important info already on the conference website.

The virtual event is going to provide us with great opportunities. I trust that you'll take them, share them, and enjoy!

Right now, you should [buy your ticket](#), and [tell everyone about it!](#)

See you in April at #IAWBH2021



IAWBH President, Carlo Caponecchia.

Content

From the Board

- ◆ From the President (p. 1)
- ◆ Conference registration opens (p.2)
- ◆ Conference Keynotes (p.3)
- ◆ Conference highlights (p.4)

Members' corner

- ◆ Upcoming IAWBH events 2021 (p. 5)
- ◆ New groups launching - Sexual harassment group and journal club (p.6)
- ◆ Upcoming events and journals calls for papers(p.7)
- ◆ New book launches (p.7-8)
- ◆ Next newsletter and guidelines (p. 9)

Conference registration is open

Our rescheduled 12th Conference will be held online from **12 to 14 April 2021**.

The conference will take place across a range of times aimed to include members from around the world. Continuing with the theme ***Developing an Oasis of Workplace Bullying Knowledge and Practice: People, Places, and Perspectives***, the schedule has been updated to include up to the minute research and includes a stream on the impact of Covid-19.

Run over three days in two blocks, the conference includes keynote speakers Professor Premilla D’Cruz and Ms. Catherine Mattice, symposia, international panels, oral presentations and posters.

Using a combination of live and recorded work, delegates will be able to interact with both speakers and other participants. The conference will be recorded, so those who miss a session or want to experience it again will have the facility to do so, creating an amazing resource. Using Whova platform and Zoom to provide a seamless experience, participants will need an internet link and a suitable device for viewing, such as a laptop computer or tablet.



Full guidelines will be sent out prior to the conference and help will be just an email away, in the event of any issues.

Registration is **OPEN**. Current members pay \$95 AUD, less than half the standard price (\$200 AUD), to register and special rates are available for students, unwaged, and those from developing countries. Furthermore, several competitive full scholarships have been awarded to students. Thanks to those who have already registered.

Hosted online by University of Wollongong in Dubai, UAE, the format provides flexibility for those who cannot travel and brings down the costs substantially, making it a more inclusive event. For more information, see the [UOWD IAWBH conference](#) website. We look forward to seeing you at this exciting event.

Dr



Alison Thirlwall
Local Organising Committee Chair

Conference keynote speakers

Catherine Mattice Zundel, MA, SPHR, SHRM-SCP is the Founder & CEO of HR consulting and training firm, Civility Partners, Inc, and partners with her clients to help them create positive cultures. Her clients include Fortune 500's, government agencies, large and small non-profits, universities, healthcare, and a myriad of other industries. She has appeared in major U.S. news venues as an expert, including NPR, CNN, USA Today, Forbes, TIME, and more. Catherine has written three books on workplace bullying and has delivered keynotes at many HR conferences nationally. She is also one of the founders of the National Workplace Bullying Coalition, a U.S. nonprofit focused on education and legislation for workplace bullying. Her activities there facilitated her opportunity to build the anti-bullying template policy for all government agencies in the State of Tennessee, and build training slides for the California Assembly when they were reviewing AB2053, the law that requires abusive conduct be included in California's mandatory sexual harassment prevention training.



Catherine Mattice Zundel
Conference Keynote Speaker

You can read about Catherine's work on bullying [here](#):

Professor Premilla D'Cruz Premilla D'Cruz is currently Professor of Organizational Behaviour at the Indian Institute of Management Ahmedabad, India, having been researching the area of workplace bullying for over a decade and covering various facets of the phenomenon through pioneering work which has extended the boundaries of our understanding. Premilla is the Chief Co-Editor of forthcoming *Handbooks of Workplace Bullying, Emotional Abuse and Harassment* (Volumes 1-4, Springer). In addition to two authored books on workplace bullying (*Workplace Bullying in India* [Routledge] and *Depersonalized Bullying at Work* [Springer]). Premilla has been a visiting scholar at various European and Australian universities and a visiting lecturer at the ILR School, Cornell University, the USA. She has received multi-lateral and bi-lateral research grants, in addition to several awards for outstanding academic and research work throughout her career. She served as board member for the IAWBH between 2010-18, leading the association as President between 2016-18. She is currently the section editor of Labour Relations and Business Ethics at the Journal of Business Ethics.



Professor Premilla D'Cruz
Conference Keynote Speaker

Premilla's extensive research catalogue can be accessed [here](#):

Conference highlights

Conference Update

Global round up panels

The aim of these panels are to share and update on workplace bullying across geographical areas around the globe. They will provide communities of academics and practitioners who are locally connected to discuss work and also provide others with an opportunity to gain international insights from around the world. Panels included are: Americas, Oceania, Europe & Ireland, Middle East, and Africa.

Conference symposia

A number of symposiums are scheduled during the conference. These sessions will incorporate multiple papers around a specific theme. The format of each symposium provides opportunities for subject specific discussions across the themes presented in the papers. These sessions offers great opportunities to for in-depth discussions on specific topics and connecting with members who have similar interests. The symposium themes include: 'Workplace bullying in healthcare settings' and 'What qualitative research brings to the field of workplace bullying'.

Poster session

A poster session will be an important part of the conference. This provides an opportunity for more members to have papers included in the conference. We will be providing future updates on how you can get the most out of these sessions.

Don't forget to let people know you are coming to conference!

We have created these images that people can download from and add to LinkedIn, Instagram, and Twitter profiles and updates. Please download them and add them to your social media feeds.



We are also using [#IAWBH2020in2021](#) and [#IAWBH2021](#) which is a really good way to see updates in the run up to the conference and during the conference. We also hope it might allow us to keep the conference conversation going afterwards.

Upcoming IAWBH events for 2021

We are excited to be announcing a series of virtual events throughout 2021. These events will be facilitated through the same system we are using for the conference and we hope will become regular opportunities for groups within the membership to meet up around important topics.

April: The 12th International Conference

All information is available at the website:

May: First Meeting of the sexual harassment behaviours and the impact of #Metoo

The date for the first meeting is to be confirmed. See pg 6. for more information and contact Eva for more information: egmikkelsen@health.sdu.dk

June: Virtual General Assembly

This board will provide an update on the association activity over the past year and propose any changes to be voted on. More details will be announced in the next newsletter

September: Bystander research workshop

This group meeting will be an opportunity for researchers interested in topics related to bystanders and witnesses to come together. For more information contact Neill: neill.thompson@northumbria.ac.uk or Eva: egmikkelsen@health.sdu.dk

October: PhD workshop

This event will be an opportunity for current PhD candidates within the association to meet up and discuss their work. It will be facilitated by a senior academic who will also provide support, share their experience and provide update on current trends.

November: Organisational Interventions and practitioner workshop

This event will be an opportunity for members who are currently work as practitioners, or research who are undertaking applied/intervention research to meet and share their work.

December: Advances in methods and research

This event will be an opportunity for researchers and academics to update, discuss current and future trends around research methods.

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

New Groups Launching

Examining sexual harassment behaviours and the impact of #MeToo

In the last newsletter we announced that we would be starting a group for members who might be interested in coming together to share their expertise (practice and research) in the important area of sexual harassment and discrimination. We have had a good response of interest and are looking to have the first meeting after the conference in May.

If you are interested in taking part or just want more information please email Eva - egmikkelsen@health.sdu.dk



2021 Journal Club



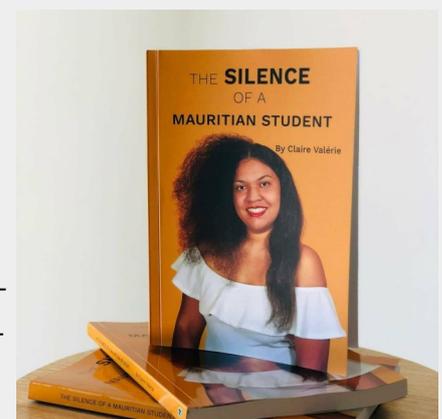
In our last newsletter we mentioned the prospect of setting up a journal club and we have had a few members contact us expressing an interest. This group would aim to be an informal journal club, which will provide members time and space and opportunity to discuss important evidence and writing in our field. We hope it would also be a nice networking opportunity in an informal setting while having time to focus on developing our knowledge base or widening our existing interests. If you are is interested in getting involved please get in contact and we will look to have our inaugural first meeting in spring.

For more details please email Neill- neill.thompson@northumbria.ac.uk

New Bullying Book : The Silence of a Mauritian Student

Written by CLAIRE VALÉRIE this book describes the experience as an international student studying in Malaysia and onwards and experiences of bullying, racial and sexual harassment. More information can be found here:

<https://www.samanthajansenpublishing.com/shop/page/2/>



Upcoming events

STEM the Bullying: An empirically informed conference on workplace bullying among STEM faculty. 16 March 2021. <https://paritymovement.org/workshop-registration>

13th International Conference on Emotions and Worklife. June 29– 30th, 2021. Lancaster, UK

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

Academy of Management, 81st Annual Meeting. 30 July—3 August, 2021. Virtual Conference

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

ANZAM 2021 Conference, November 30—December 2nd, 2021. Perth, Australia.

<https://www.anzam.org/events/types/events-conference/>

European Association of Work and Organizational Psychology (EAWOP) Congress 2022 (Rescheduled 2021 conference) 11—14 January, 2022, Glasgow, UK. <https://eawop2022.org>

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

<https://www.ecp2022.eu>

Journal Special Issue, Call for Papers:

Group & Organization Management Special Issue Proposal Dynamic and Multi-Party Approaches to Workplace Mistreatment Research

Deadline: 30th June 2021

Link to call [here](#):

Challenging Injustice: Understanding upstanding, civic action, and bystander intervention to promote justice

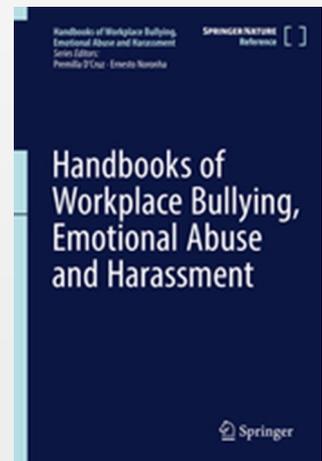
Deadline: 1st October 2021

Link to call [here](#):

Handbooks of workplace bullying, emotional abuse and harassment

A major reference work titled *Handbooks of Workplace Bullying, Emotional Abuse and Harassment* is now published (Springer, 2021). This peer-reviewed handbook series is the first-of-its-kind, rigorous, comprehensive and complete resource on workplace bullying, emotional abuse and harassment. The series editors and volume editors are internationally acknowledged experts in the field. The chapter contributors are leading academics and practitioners from across the globe.

While research attention on workplace bullying, emotional abuse and harassment has burgeoned world-wide in the last 25 years, this is the first time that dispersed literature across the world has been brought together under one academic enterprise. The thematic handbooks in the series capture diverse strands, from explicating the construct, mapping prevalence and incidence, measurement and scales, causes and consequences, nature and effectiveness of interventions and discussing issues of subjectivity and power, to the more recent focus on category-based harassment, cross-cultural insights, cyberbullying and depersonalized bullying. They showcase the state-of-the-art of the field across the constituent topics, presenting holistic overviews and international perspectives, simultaneously highlighting emergent research questions, innovative interventions, the potential for new inquiries and solutions and uncharted avenues of scholarship and practice. The series as a whole therefore defines the direction of research in the substantive area. It is a one-stop guide for both novice and established scholars and interventionists. Researchers and practitioners will gain from the availability of the robust and exhaustive reference books in this series specifically devoted to the phenomenon to anchor their endeavours.



Volume 1: *Concepts, Approaches and Methods* (edited by Premilla D’Cruz, Ernesto Noronha, Guy Notelaers and Charlotte Rayner) deals with the concept, theories, emerging constructs and issues and methodologies of the substantive area.

Volume 2: *Pathways of Job-related Negative Behaviour* (edited by Premilla D’Cruz, Ernesto Noronha, Elfi Baillien, Bevan Catley, Karen Harlos, Annie Hogh and Eva Gemzoe Mikkelsen) speaks to the causes, consequences and actors involved in workplace bullying, emotional abuse and harassment.

Volume 3: *Dignity and Inclusion at Work* (edited by Premilla D’Cruz, Ernesto Noronha, Carlo Caponecchia, Jordi Escartin, Denise Salin and Michelle Tuckey) addresses the issue of intervention, covering primary, secondary and tertiary levels, as well as the issue of category-based harassment and cultural perspectives.

Volume 4: *Special Topics and Particular Occupations, Professions and Sectors* (edited by Premilla D’Cruz, Ernesto Noronha, Loreleigh Keashly and Stacy Tye-Williams) includes chapters on ostracism, whistleblowing, media portrayals and customer abuse as well as on social work, nursing, law, the police, informal work and the public sector, among others.

To know more about this major reference work please visit [here](#):

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 June 2021—deadline for contributions 31st May 2021

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.

Purpose of the IAWBH

The purpose of the IAWBH is 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.