

From the President

Dear members

I hope you are all safe and well as the world takes slow steps towards re-opening.

I regret to begin with some sad news. Professor Katherine Lippel passed away in late September following illness. Professor Lippel was a highly respected legal scholar, and made a great impact with her work on bullying, harassment and occupational safety. She was a greatly admired member of IAWBH and made significant contributions to our association over many years. Our thoughts are with her family, friends and colleagues, and members may like to share a memory at:

<https://www.mykeeper.com/fr/profile/KatherineLippel/>

IAWBH will publish a tribute to Katherine in a forthcoming newsletter.

You may have noticed that our very successful 2020 in 2021 conference proceeded this year without the PhD workshop. This workshop has been a regular and very popular feature of our conferences for some years. In 2021 we are holding it separate from the conference, and online via zoom on November 24. Registrations are now open via the IAWBH website, and places are limited. It is free to IAWBH student members, so please advise your students and friends to register at the IAWBH website. I know that attendees have really benefitted from discussing their work with other students and key researchers in our field. Thank you to Nik Djurkovic who will be chairing the session.

Our 2022 conference is fast approaching: confirmation of the dates, and the first call for papers is imminent. Start preparing your best work for submission for the conference! We hope many of us can be there in person, but plans are proceeding for hybrid delivery. Perhaps you might even consider developing some joint-submissions with colleagues you meet at the new IAWBH events being held in 2021 – see this edition for details.

And while we are very much looking forward to San Diego, planning for 2024 has kicked off! If you've been considering hosting our conference, this is your opportunity. The call for hosting is out, and please get in touch with me for further information.

Best regards

Carlo

IAWBH President



IAWBH President
Carlo Caponecchia.

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San Diego 2022 : Call for Papers Coming Soon



The call for papers, abstracts, and posters will be launching soon.



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.



Bringing Health promotion to the Multi-disciplinary Party

The study of workplace bullying is now a multidisciplinary endeavour. Understanding of bullying, its antecedents, impact on the individual and the organisation, and the effectiveness of actions to address it, owes much to scholarly contributions from psychology, sociology, management and Human Relations disciplines. To date, with a few notable exceptions, the health sciences have contributed little to the field, despite the evidence that workplace bullying seriously damages health. Health Promotion, concerned as it with enabling people to increase control of and to improve their health (1), is underpinned by theoretical position consistent with models and frameworks developed within the study of workplace bullying. As a practice based discipline it can potentially make an important contribution to intervention, and area of bullying research where there is a paucity of studies (2, 3). This article outlines the correspondence between key concepts in health promotion and findings in the field of workplace bullying, arguing for drawing on the work undertaken within health promotion regarding the development, implementation and evaluation of interventions, with a view to informing the practice of preventing and ameliorating workplace bullying.

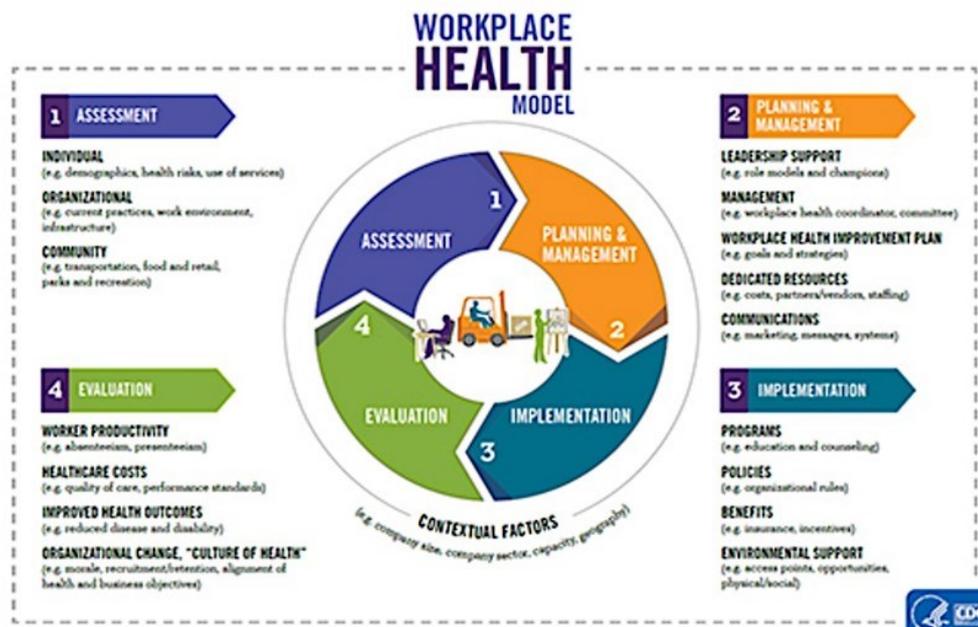
The World Health Organisation (WHO) identifies the workplace as a primary setting for health promotion (1). In recent years wellness programmes, for example fitness classes or mindfulness provided in the workplace, have become the visible manifestation of health promotion in workplaces, yet the basis of the original articulation by the WHO was that work and workplaces are important determinants of health, not just locations for lifestyle activities (4). Decent meaningful work provides a means to access goods and services in society and enhances self-esteem and a sense of purpose, while conversely, work in a toxic culture or abusive, manipulative environment undermines self-respect and engenders fear. Workplace bullying and other forms of ill-treatment thrive in such environments (5-7), and have been demonstrated to impact negatively on health (8), especially but not exclusively on mental health.

Health Promotion is underpinned by a socio-ecological model of health. Health is seen as a complex multifaceted state, which is determined by a number of interacting conditions or determinants. Preventing behaviours (eg sedentary behaviour, unhealthy eating habits, smoking, substance abuse) or facilitating behaviours (eg medical self-care, safe sex practice, seat-belt wearing) are often the focus of health promotion activities and interventions. Although media accounts present easy, one-dimensional solutions to these health promotion challenges (9), within the academic field of health promotion, this narrow focus is criticised (10, 11). Health or unhealthy 'behaviours' are understood to be mediated by broader environmental, social, political and cultural factors, and need to be addressed in a comprehensive, at an individual, community and societal level (for example going beyond addressing population obesity with nutritional information or cookery classes, to target food poverty or obesogenic environments). Health promotion therefore grapples with a phenomenon that presents or surfaces as individual behaviour, but, is understood to be part of a less visible or obvious web of complex social and wider environmental factors. The majority of approaches to preventing or managing workplace bullying are not comprehensive, but are characterized by individual behaviour focused interventions (targeting victims or perpetrators) or individual information-based interventions (educating individuals or units such as HR about bullying), or broad organizational interventions (availability of a policy) (3, 12). Both workplace bullying and health promotion therefore share the need to move practice beyond narrow or single-aspect, decontextualised interventions.

¹See for example the work of Susan Johnson, Marie Hutchinson, Margaret Vickers, Margaretha Strandmark

Context is critical to understanding how to improve and facilitate both the promotion of health and well-being and the prevention of illness and injury. Healthy and unhealthy behaviours, practices and the interventions designed to address them are not seen in a vacuum, but are shaped by individual, community and social factors, even global conditions (9, 13), an idea that is prosaically captured in a line from a poem by WB Yeats; 'how can we tell the dancers from the dance'. How behaviours manifest and how interventions are taken up or resisted, is a function of the complex social context in which they unfold (13). The context determines not only the behaviours but the way in which they are (or are not) responded to. We know from decades of research, that this is also the case for behaviours that form the visible face of workplace bullying.

The importance of contextual factors, such as organizational size, occupational sector, specific working conditions and leadership style are all well established in the workplace bullying literature (14-19). The various theoretical frameworks offered to explain the phenomenon of workplace bullying and to guide future developments (e.g. (16, 20, 21) clearly posit a complex interplay of environmental, organisational and personal factors. The socio-ecological model of health, drawing in particular on systems theory, argues that the political and social environment, and the people within it, interact with one another to 'create' health or ill-health (22), and this is clearly exemplified in the workplace setting in general, but in the case of workplace bullying in particular, insofar as workplaces as sites of hierarchical and relational power, and workplace bullying is an abuse of that power. This applies not only to the enactment of bullying, but to the way in which intervention, for example an anti-bullying policy, is implemented and responded to.



An approach drawn from health promotion advocates adopting an ecological model of health and using organisational development methods to introduce and manage change within the setting (23), since this requires addressing the contexts in which people work, which in turn requires gathering contextual knowledge in developing interventions, especially relational context, for example the way people and groups relate to one another in the setting (24). The CDC model shown here is one example of a multi-level approach (25) although most health promotion intervention models (eg PRECEED-PROCEED, Bracht's 5-stage, MATCH (26)) share the features of undertaking an initial assessment or analysis, engaging stakeholders and potential beneficiaries, context-specific design and delivery, attention to implementation factors, and embedded evaluation.

Taking a health promotion approach to tackling the problem of workplace bullying has the potential to contribute to the evolving focus on intervention in workplace bullying from the detection of specific, adversarial actions such as bullying, and focus instead on creating benign working conditions that foster a positive working environment. Focusing on proving that bullying has or has not occurred (which is the basis of reactive policy interventions) has not served employees well (27). Bullying is just one manifestation of the larger phenomenon. Incivility, sexual harassment and violence, punitive practices, unreasonable management, insensitive bureaucratic communication or unfair allocation of resources are all close cousins of bullying (18), all rooted in the exploitation of individual and organisational power. An approach that acknowledges the need to balance power with humanity and which focuses on creating a supportive working environment would do much to protect workers from abuse. The 'power and politics' context of workplaces has to be acknowledged. Power needs to be exercised in work organisations, but appropriate protections need to be in place to prevent the abuse of power, as acknowledged by Mary Parker Follett in her statement 'I do not think we shall ever get rid of 'power-over'; I do think we should try to reduce it.'" (28). A more democratic approach to power may contribute to a more benign working environment. In fact Follett pre-empted contemporary workplace health promotion in her recognition of the paradox of fostering empowerment in work organisations and workplace health promotion practice, but also her conviction that more egalitarian, participative ways of working were better.

A number of studies have demonstrated that such multi-level strategies do improve health, (29), include the work of Olweus and associates, with the effective implementation a 'whole-school' approach to significantly reduce bullying in Norwegian schools (30). The whole school projects employ a multi-component model, addressing bullying at several levels in the school, and including interventions that improve the overall environment, working with parents and teachers as well as personal skills.

This article has advocated an approach that draws on the theory and practice of health promotion, to facilitate addressing workplace bullying effectively. This, it is argued, would enable a move away from the specific practice of identifying 'bullying' which typically engaging targets and perpetrators in a dance that is really just around the edges (31) of a larger problem; a culture which permits the abuse of power and mistreatment of workers, in both practices and through organisational politics. Focusing instead of finding ways of building a supportive working environment within the context of a power-based, production-focused setting, where benign practices, favourable attitudes to workers and hence positive behaviours are fostered, facilitated and rewarded, is consistent with health promotion theory, and therefore health promotion researchers and practitioners may be able to add their weight to such approaches.

Anyone particularly interested in this topic, watch for forthcoming call for paper for special issue of *Societies: Workplace Health Promotion: Workplace Bullying and Workplace Wellness*

or contact for more information: Margaret.hodgins@nuigalway.ie

[Click here to access the full reference list for this article](#)

IAWBH PhD Workshop 2021

The IAWBH PhD workshop has been an important feature of our conferences for many years. As our 2020 conference was postponed to 2021, and had to be conducted online, the PhD workshop was separated from the conference this year, in order to make the events a little easier to manage.

Accordingly, we're happy to announce that our 2021 PhD workshop will be occurring via zoom on Wednesday November 24, 2021 at 06.00 – 09.00 UTC.

Dr Nikola Djurkovic from Swinburne University will be leading the session, as he did in Bordeaux. Nik will be joined by a range of academics to facilitate small round-table discussions with Phd students regarding their projects, methods, and challenges in their studies.

These round-table discussions provide an opportunity for each PhD student to discuss their own specific project (approx. 15 minute discussion per person) alongside their peers and some experienced bullying researchers. Attendees do not need to prepare a presentation. The discussion is based on just the work already being done on the dissertation itself.

Attendees will be asked to *very briefly*:

- introduce their topic
- outline their research aims and questions
- outline the methods they plan to use
- outline any questions or issues they've experienced



The academics in the round table discussion and the other attendees will provide feedback and reflection on the issues discussed. Please also note that the workshop will be conducted in English.

There are limited places available at the workshop, so please register your interest by completing this form as soon as possible. [CLICK LINK](#) to register.

Registration closes October 22nd 2021.

The workshop is provided free to student members of the IAWBH.

If you have any questions please contact Dr Nik Djurkovic ndjurkovic@swin.edu.au

Introducing—BORG: Behaviour in Organisations Research Group

Research that explores the oftentimes emotionally draining work-life stories of bullying, harassment, and incivility can often be a lonely furrow to plough. Academics who research in this area are often the only one in the discipline researching this field. The chance to engage with practitioners and researchers on a more local level, to provide a supportive community of practice can enhance resilience and in tandem provide a forum for knowledge exchange and identifying of research and practice synergies. Drawing together researchers and practitioners, to provide a supportive space to meet and to chat about our practice and research in bullying, harassment and incivility, the *Behaviour in Organisations Research Group* (BORG) was established at the beginning of 2020 and has since gone from strength to strength.

The group was founded by Patricia Mannix McNamara, Margaret Hodgins and Niamh Hickey whose work is focused on the improvement of workplace wellbeing and who are ambitious in their desire to better the day-to-day life in organisations. BORG now has seventeen members and numerous guests who eagerly contribute to activities that range from attending the group's coffee mornings, to the sharing of research and authoring of blog posts.

The group comprises researchers, authors, and practitioners who have come together with the common aim of improving organizational relationships and behaviours. To work towards this aim, the group seek to promote and disseminate cutting edge research from a range of disciplines that is driven by a positive and holistic agenda. Areas of interest for the group include workplace behaviours, leadership, bullying and harassment, themes that are regularly researched, deliberated and discussed. The group collaboratively challenge the pervasive and deleterious impact of new managerialism; neoliberalism and performativity on organizational practices, while advocating for a deeper understanding of the impact of new managerial organizational culture and practices on employee health and wellbeing.

Many members of BORG are quite well experienced in investigating workplace issues. Members of the group have most recently researched topics including workplace bullying, toxic leadership, interventions for workplace mistreatment, and the dark side of organisational culture. While these research projects have a relatively similar focus, they stem from different types of organisations and professions including nursing, teaching, and academia. This variation enhances BORG's impact as the inclusion of members from different background and stimulates thoughtful dialogue and generalizable solutions to the organizational issues. A recent input from member Judith Carmody, for example, spoke to the importance of ethical workplace culture as safe, respectful, diverse, inclusive, and equitable. In her work Judith advocates that emotionally intelligent leaders, inspire, empower, respect the boundaries of safety, and model healthy interpersonal behaviours. Her work also speaks to conscious organisations that aspire to create a legacy of moral business conduct and who are tuned to the importance of conscious human culture. See our *food for thought* section for more <https://borg.ie/blog/>



While BORG is in its infancy, it has undoubtedly begun its journey to positively impact organisations from an international perspective. It will continue to generate collaboration, conversation and awareness, and through its work promote workplace wellbeing, dignity and respect for all. Colleagues are welcome to contact us at <https://borg.ie/contact/>

Upcoming IAWBH member events

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.



Oct/Nov 2021: Examining Sexual Harassment Behaviours at Work

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

Early November 2021: Bystander research workshop

We had lots of interest in the topic of bystanders at the conference, including some great presentations. We hope this group will allow us to bring together current research and practice. For more information contact Neill: neill.thompson@northumbria.ac.uk or Eva: egmikkelsen@health.sdu.dk

24th November: 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.

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.

Literature Update

The list of literature on bullying and related issues continues to be reviewed. Between 1st November 2020 – 31st July 2021 Charl Emmerson identified 273 new publications . They range from:

Members corner



Charl Emmerson

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Aarestad, S. H., Einarsen, S. V., Hjemdal, O., Gjengedal, R. G. H., Osnes, K., Sandin, K., . . . Harris, A. (2020). Clinical Characteristics of Patients Seeking Treatment for Common Mental Disorders Presenting With Workplace Bullying Experiences. *Frontiers in Psychology*, 11, Article 583324. <https://doi.org/10.3389/fpsyg.2020.583324>

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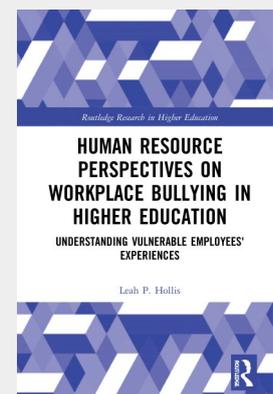
Zhou, X., Rasool, S. F., & Ma, D. W. (2020). The Relationship between Workplace Violence and Innovative Work Behavior: The Mediating Roles of Employee Wellbeing. *Healthcare*, 8(3), Article 332. <https://doi.org/10.3390/healthcare8030332>

To access the whole new literature list, log-in to the IAWBH website or through this [link](#).

New Bullying Book : Human Resource Perspectives on Workplace Bullying in Higher Education.

Written by IAWBH member Leah Hollis, this book describes the experiences of workplace bullying in the context of the US Higher Education Sector and draws on primary research undertaken in this area.

More information can be found [here](#)



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>

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 2022, Ljubljana, Slovenia.

<https://www.ecp2022.eu>

International Association of Workplace Bullying and Harassment Conference, August, San Diego

Check out the newsflash here: <https://www.youtube.com/watch?v=laXL7XdntBs>

Journal Special Issue, Call for Papers:

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

Deadline: 1st October 2021

Link to call [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 December 2021—deadline for contributions 27th November 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.