

From the President

Welcome to our April 2019 newsletter. It's a bumper edition, reflecting all the things that are happening within IAWBH.

I remember when we met in Bordeaux I was talking about how there would be more and more opportunities for members to become involved in the IAWBH. This newsletter showcases a few of those opportunities. We're really excited to have developed a social media working group. This group will advise the Board as we explore social media to support the Association's purpose. Thanks to Frances and Ria for taking on this challenge! You'll all be hearing more about hashtags very soon, I'm sure.

We also are calling for some of our more tech-minded members to drop their devices and take up ours, as we need some web-based support. This is a great opportunity to develop some skills, (or share some!) while really contributing to our Association. You don't actually have to be that tech-minded – anyone can help out with our website (it's not that hard, trust me), and tech skills are becoming core for everyone.

The events calendar is brimming, with our two exciting Masterclasses this year. Info on the program, and the registration links is available in the newsletter and on our website, so be sure to check these out and plan your trips. I know many of you are already talking about preparing work to present in Dubai, and we'll have more on that very soon – preparations are going extremely well.

No doubt these events are making you all think that it was about time that IAWBH came to your amazing city. Well, we can! Bids to host the 2022 conference are still open.

Some important changes are afoot in relation to our Special Interest Groups (SIGs) so please be sure to read this info and provide your comments on the website forums by May 6. This is aimed at a better use of resources, and more activity of SIGs between conferences, as well as a clearer role for SIGs at our biennial conference. Again, lots of ways to be involved!

Best Regards, Carlo



IAWBH President, Carlo Caponecchia.

Photo by Stefan Blomberg.

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The 2022 IAWBH Conference....will you host it?

The IAWBH is now looking for organizers for its 13th biennial conference planned for 2022. 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) and Bordeaux (2018)...and the upcoming 2020 conference to be held in Dubai.

The 2022 conference will last four days, preferably in May, June or July 2022 and will normally run:

- Tuesday: Special Interest Group/SIGs and PhD workshop
- Wednesday - Friday: Conference programme.

The local organizers of the 2022 conference must be a group of researchers and practitioners associated with a university or a research institution.

If you and your group are interested in hosting the 13th IAWBH conference in 2022, the conference bid document is available on the IAWBH website or write to Bevan Catley (b.e.catley@massey.ac.nz) for any queries.

We look forward to hearing from you soon...



The 2022 IAWBH Conference...bid checklist

If you are considering putting together a bid, the following checklist from the bid information might help. Bid documents should outline key elements of how you propose to organise the IAWBH conference, consistent with the issues outlined above. In doing so, your bid should include:

- A description of the key people in the Local Organising Committee, their roles and responsibilities and any previous conference organising experience.
- Consideration of any other people who may be involved in the conference e.g. Students, volunteers etc.
- Institutional support for the LOC's bid.
- Consideration of any possible sponsors.
- Consideration of how this conference will help develop the field of workplace bullying and harassment and IAWBH members.
- A description of the location/city, the proposed conference venue, and information about accessibility and transport, affordability, and other social or special attractions.
- Consideration of the social functions associated with the conference.
- A proposed budget.
- A proposed conference theme.
- Consideration of why it would be great to hold the conference in this location.
- A brief description of the proposed research activity that may be funded by any surplus.

2019 Masterclasses update

We are lucky enough to be running two Masterclasses in 2019, and both have discounts for member. This month we have included information on both our Israel and London Masterclasses.

The dark side of organizations: Causes, consequences and mitigation- an organizational perspective

The masterclass a Kinneret Academic College, together with the Center of Organizational Research at Haifa University, and the Israeli Association for Preventing Workplace Bullying, are offering a masterclass program on September 18-19 2019, at Kinneret Academic College, Israel.



The aims of the masterclass are three-fold:

1. Providing participants with insights regarding the interrelations between organizations and individuals when dealing with workplace bullying.
2. Discussing international experiences combining both practice and academic insights.
3. Discussing research opportunities and organizational coping possibilities.

Day one of our fascinating plan will focus on organizational antecedents of workplace bullying, while day two will focus on implications for organizations, and organizational coping. A mixture of theoretical and practical, evidence-based presentations, panel discussions, and small group activities will be offered, with plenty of opportunities for attendees to network with one another. The location of this unique masterclass is at Kinneret Academic College, Israel. The college is situated on the southern shores of the Sea of Galilee, with significant religious and historic sites located nearby. It is an ideal starting point for numerous, stimulating tours.

The program is suitable for psychologists, human resource managers, academics, organizational consultants and for anyone who wishes to promote safer workplaces by mitigating bullying.

Speakers include: Professor Charlotte Rayner, Dr. Patricia Ferris, and Evelyn M. Field, OAM, FAPS

Please register through the following link: <http://www.kinneret.ac.il/Web/En/AcademicPrograms/KinneretBA/SciencesHumanities/HRManagementEN/events/ds/22948.aspx>



Methodological Advancement in Workplace Bullying and Harassment Research - London, Birkbeck

The body of research on the workplace bullying and harassment phenomena has advanced considerably over recent years, and it is now timely for researchers to consider methodological advancement in qualitative and or quantitative methodologies, in understanding how victims (and bystanders) experience ill-treatment in the workplace and how this might be prevented. In addition, this masterclass will focus on how workplace bullying can be operationalised (and measured) in different contexts, such as culture, society and industry sectors.

The aim of the proposed Master Class in Methodological Advancement is to explore and expand discussions around the methodologies and research design surrounding the research on workplace bullying and harassment. In addition, we will explore the challenges surrounding research in the field across different contexts. This aim is to provide a forum for researchers (both senior and early career) and practitioners to interact, share experiences and ideas, and to form collaborative research networks across countries to further understand the measurement and research design on workplace bullying and harassment.

The programme consists of sessions (including workshops, panels and keynotes) designed to explore how far our current understandings and approaches to the research design and methodologies on workplace bullying and harassment can be further understood.

Day One

- “Cognition in the Rough”
Roundtable discussion and feedback of projects by experienced scholars). Featuring Kara Ng (Manchester, UK), Ria Deakin (MMU, UK) and Diep Nguyen (ECU, Australia)
- Panel discussion

Using interventions to improve wellbeing and employee productivity

Day Two

- Workshop 1 - Methodological challenges of in workplace bullying research
- Workshop 2 – Researching workplace bullying across cultures and sectors

Speakers:

- ◆ Professor Tim Bentley (Massey University, New Zealand)
- ◆ Associate Professor Michelle Tuckey (University of South Australia, Australia)
- ◆ Professor Duncan Lewis (Plymouth, UK)
- ◆ Professor Stephen Teo (ECU, Australia)

For more information please contact Professor Stephen Teo (s.teo@ecu.edu.au) and to sign-up please visit the [link here](#).



Changes to SIGs - have your say!

Since the 2010 IAWBH conference in Cardiff, Wales, IAWBH members have had the opportunity to join one or more Special Interests Groups (SIGs). The purpose of the SIGs is to create a platform for networking and sharing information at conferences and in between conferences. Like previous conferences, the pre-conference SIG meetings in Bordeaux were well attended by IAWBH members. There were vibrant discussions, formation of new networks, and great information sharing.

The role of the SIG meetings at the BIENNIAL Conferences

Feedback from members attending the SIG meetings at the last conference was very positive. On the other hand, there was room for many more members to attend these meetings. This has led to the conclusion that for the next conference, the local organizing committee and SIG convenors will work together to ensure that conference attendees know about the SIG meetings in advance, (i.e. purpose, content and structure), and have easy access to these meetings.

Moreover, given that the meetings take place on the first day of the conference, this day will begin with a general welcoming by the IAWBH President.

The decisions made by the Board on this subject are :

- a) The SIGs are an integral part of a four-day IAWBH conference
- b) There will be a formal welcoming by the president the first morning of the conference (SIG day) to all delegates attending the SIG sessions. The conference opening ceremony will still occur the next day (the first day of plenary sessions)

The SIG dinners will take place on the evening of the SIG day.

NEW DEVELOPMENTS

The IAWBH Board would like to see new developments in the SIGs. Therefore, we suggest the following changes, and we welcome members' comments on these issues. *You can comment by logging in as an IAWBH member at the IAWBH website, going to the SIG pages, and then clicking the link to the info about the changes.*



Proposed SIG Changes

1) The number and names of SIGs

Currently there are 12 SIGs listed in the IAWBH website. At the conference in Bordeaux there were meetings in four SIGs: the Legal Issues SIG, the Risk Management SIG, the Organizational Influences and Bystander SIG and the Therapist SIG.

A search on the website and emails to SIG convenors have confirmed little activity in the other SIGs. Several SIG convenors have also suggested that their SIG be closed. Consequently, the IAWBH Board suggests the following:

Suggestions:

- a) All SIGs presently listed on the website which are not active will be closed down.
- b) If a member/members wish to form a new SIG group or revitalise a group, then the convenors must present the Board with a list of minimum 10 confirmed IAWBH members who wish to join this SIG.
- c) The name of the current SIGs is to be discussed or perhaps changed: For example, as a general rule, the SIG name should reflect the main topic of the SIG, rather than the profession of its members. This will facilitate inclusion of all interested members
- d) Some of the existing SIGs could be merged. For example, the SIG groups “Risk management” and “Organizational practitioners” could be merged into one group called “Organizational Interventions”.

2) Increasing networking and discussions of topics relevant to the SIG between the conferences

Suggestions:

- a) Development of the expectation that at least one SIG event be arranged during years where there is no IAWBH conference (such as a Zoom/Skype “conference” during no-IAWBH-conference years, for example where members or guest speakers can give a presentation, issues or topics can be discussed etc).

The Board would very much like you to comment on these suggestions raised above

- 1) The name and number of Sigs, and
- 2) Increasing SIG activity between conferences

Please get in contact over the next month via the IAWBH website (before May 6, 2019).

Best wishes,

Eva Gemzøe Mikkelsen, convenor of IAWBH SIGs

Put your tech skills to work!

IAWBH is seeking expressions of interest from members who are comfortable using technology and would be willing to assist the Association with its website.

This volunteer role would help with website administration and design, updating content, and membership administration.

You'll be provided with some training in the IAWBH website system, and work with the Board to improve our website over time.

It is anticipated that this may take a few hours a month.

It's a great opportunity to use your existing skills, develop new ones, and make a real contribution to our Association.

If you have any questions, please contact

Carlo carlo@unsw.edu.au



IAWBH Social Media working group

IAWBH We're very happy to announce that the IAWBH has a new Social Media working group. A big thankyou in advance to Frances McGregor and Ria Deakin for stepping up to this important role!

The purpose of the working group is to advise the IAWBH Board on the use of Social Media, in relation to how it may be used to further the Association's purpose.

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.



The working group will advise on issues such as:

- The benefits and risks of using social media to advance the association's purpose;
- The strategies we could employ to ensure sustainable use;
- The platforms used, and the manner in which IAWBH uses them;
- Strategies that may be needed to assist members in using social media.

The working group will deliver a preliminary report to the Board in mid 2019, and consider the feasibility of conducting a trial use of social media at our 2019 events.

The trial will be evaluated, and this will inform any wider or future use, with a draft strategy being developed by mid 2020.

I know all members will be keen to see how this develops, and I encourage you to be involved where possible in coming months.

Carlo Caponecchia

IAWBH President

Methodology Matters

A review of the last two years

Since September 2016 we have been including a Methodology Matters section in the newsletter. To date this has represented insights into a diverse array of methodological insights. All of these are still available to read on the IAWBH website members area.

Premilla D’Cruz: - Critical Hermeneutic phenomenology - (37) December 2018

Leanne Spencer: Using Qualitative Daily Diary Apps—(36) August 2018

Margaret Hodgins: Using survey and case studies in workplace bullying research—(35) March 2018

Neill Thomson: Using naturalistic data collection methods in workplace bullying research- (34) December 2017

Declan Fahie: In-Depth Interviews in Qualitative Workplace Bullying Research - (33) September 2017

Megan Paull: Eliciting stories online via a snowball method— (32) June 2017

Karen Harlos: Research –Practice Partnerships - (31) March 2017

Jordi Escartin: Cusp Catastrophe Model -(30) December 2016

Guy Notelaars: Latent Class Modelling - (29) September 2016

What methods would you like to hear about in the future?

Are there any approaches or methods that you would like to hear about in future editions? It might be that you have read a paper where a particular methods is described and would like to more about the authors reasoning behind using it, how they experience using a particular approach and what are some of the challenges or benefits of adopting it in their research. Alternatively, you may be a researcher and would like a forum to describe the realities of using your research method. Please do email: contact@iawbh.org

The 3 most influential works

In this column members of IAWBH may present the three works that influenced them the most, in this edition we hear from Mats Glambek

Introduction

With a background from basic and clinical psychology (the Norwegian cand. Psychol-degree, equivalent to a PsyD-degree), as well as a PhD in organizational psychology and workplace bullying research. I am presently employed at the Department of Psychosocial Science at the University of Bergen, holding a postdoctoral research position. In my dissertation, I investigated the link between workplace bullying and expulsion from workplaces and from working life, and have now moved on to look at social psychological processes among the antecedents of bullying, and among the explanatory mechanisms for consequences of bullying.

Here, I shortly present three works that have been highly influential in my work as a workplace researcher, as follows:

Work 1: The content and development of mobbing at work (Leymann, 1996)

This paper has been highly influential in my work for at least two reasons. Firstly, it represents pioneering work in the field of workplace bullying. It was published at a time when bullying research was only just commencing, and presents significant insights related to risk factors in the work environment, including leadership and work organization that have contributed in setting premises for much research later on, such as research on the work environment hypothesis and the role of laissez-faire leadership in bullying scenarios. Secondly, in my dissertation concerning workplace bullying and exclusion from workplaces and from working life, I specifically drew on Leymann's four stage model (described in the paper), which describes how bullying situations progress, often to end with exclusion, or expulsion in the final stage. As such, along with other work by Leymann, this paper represents one of the cornerstones of my PhD work.

Work 2: The social psychology of inclusion and exclusion (Abrams, Hogg, & Marques, 2005)

In this book, Abrams, Hogg and Marques have edited a collection of excellent chapters that argue for a social psychological framework for understanding how inter- and intragroup dynamics govern social inclusion and exclusion. The book reviews a large body of existing research and draws out new avenues for research and theory. As the book was published in 2005, the field has now evolved somewhat further, but I would still consider it one of my most influential works as it summarizes and utilizes highly influential social psychological theories with respect to outcomes that have occupied me as a researcher, and which are still highly relevant in our field. For example, research implications drawn from social identity theory and the self-categorization theory are described with respect to exclusion and negative interpersonal behavior.



Mats Glambek

Thus, this book is relevant for all who are interested in the social psychological underpinnings of these and related phenomena, and continues to be an inspiration in my own research.

Work 3: Ostracism (Williams, 2007)

In this paper, he offers a review of his own work and that of others, thoroughly and systematically. The paper is an excellent introduction to the phenomenon of ostracism (i.e. being ignored and excluded by other individuals or groups), and a useful reference for those who do research on the topic. Within workplace bullying research, ostracism is often regarded as a type of bullying behavior and ostracism theory is readily cited as an explanatory framework for understanding the harm associated with bullying. Empirical work on ostracism as an active ingredient in bullying scenarios is, however, scarce. For me, this paper was relevant for my PhD work, and continues to be relevant as I have moved further in to the social psychology of workplace bullying and harassment.

References

- Abrams, D., Hogg, M. A., & Marques, J. M. (Eds.). (2005). *The social psychology of inclusion and exclusion*. New York: Psychology Press.
- Leymann, H. (1996). The content and development of mobbing at work. *European Journal of Work and Organizational Psychology*, 5(2), 165-184.
- Williams, K. D. (2007). Ostracism. *Annual Review of Psychology*, 58(1), 425-452. doi:doi:10.1146/annurev.psych.58.110405.085641

*Thank you very much Mats Glambek
for sharing with us the 3 works that influenced you the most*

Who is... column

In this column, IAWBH members introduce themselves and their work, and then choose another member to do the same in the next newsletter.

In the last newsletter, Susan Johnson from the USA, invited Shayne Mathieson from New Zealand as the member to be interviewed.



Shayne Mathieson

Tell us something about yourself

I am the founding partner of Top Drawer Consultants, which specialises in equity and diversity issues. I trained in law and spent five years with the Human Rights Commission as an investigator, before moving to the State Services Commission to work in the Equal Employment Opportunities Unit. We wrote the key changes to the State Sector Act, enshrining EEO principles in law for all State Sectors employers. Our consultancy has now been operating for 28 years.

I enjoy travel and the opportunity to meet people from different cultures and ethnicities, and as a member of Servas to promote the concept of peace in our world.

How did you become interested in workplace bullying?

Through my work in the Human Rights Commission, it was clear that this concept was not sufficiently covered in law. The 1977 Act made discrimination on 4 grounds (sex, marital status, religious belief ethical belief) unlawful, and the 1971 Race Relations Act made race, colour, national or ethnic origin also unlawful. As the government of the day wished to change the age of national superannuation entitlement, age was added as a ground of unlawful discrimination in 1992. It was apparent that should you have

an equal opportunity bully or harasser, as long as they were indiscriminate about their targets, that their behaviour, unless it was criminal, would not be considered to be unlawful. This led to some significant discussions and political lobbying to include both sexual and racial harassment as unlawful acts in the Human Rights Act 1993, which incorporated earlier grounds of discrimination of the two Acts and amendment mentioned above, and added disability, sexual orientation, political opinion and employment status.

What can you tell us about the development of the workplace bullying field in your country?

While non-discrimination has been in our legislation for many years, the first advances in the positive side of the ledger were created in the State Sector Act 1988, requiring government departments to operate good employer principles, which included the requirement to have and operate EEO principles, particularly considering issues for Maori, women, ethnic minorities and people with disabilities. Rumbblings from many groups, including unions and academics, along with case law in the employment area (our legislation allows for personal grievances to be taken because of "unjustifiable action" on the part of the employer) saw the issue of general harassment or bullying come more to the fore. Worksafe New Zealand, founded in 2013, previously part of the Ministry of Business, Innovation and Employment, has led the way in bringing issues around bullying into the national employment conversation.

What can you tell us about your work?

I work with a range of organisations – public sector, private sector and not-for-profits – around issues of harassment and bullying. This covers:

- policy analysis and development;
- training for managers, staff, contact networks, investigators;
- investigation of complaints for the employer;
- some conflict resolution facilitation (where appropriate).

What do you hope to achieve in the field of workplace bullying in the future?

I would like to see the agenda move from a focus only on the negative side of the equation, to the responsibilities we all have to create respectful workplaces. While I have dealt with some egregious, inexcusable behaviours, I am also been aware of some people taking offence at the merest slight, or being required to undertake duties that are a legitimate part of their job description and labelling this as bullying. Treating all our colleagues with respect, intervening in inappropriate behaviours and recognising that we are all human are hallmarks of a civilised workplace which would go a long way towards minimising the opportunities for bullying to occur, or continue.

Question from Susan Johnson: In your experience as an organizational consultant, what are some of the interventions that organisations can undertake to prevent workplace bullying, and how can momentum be sustained so that these efforts are continued long after the consultants leave?

There are a range of matters that organisations need to consider. First, having a stated policy and procedures to deal with infractions, is important for larger organisations. Obviously this needs to be well publicised, with

appropriate behaviour modelled by senior management in the organisation. Training for managers in leadership and effective performance management can help with this. Having discussions around appropriate behaviours (some organisations refer to these as ‘above the line/ below the line behaviours’) as part of team agendas is useful. Having points of contact for people to access (other than line-managers) to explore options for addressing inappropriate behaviours is useful, as long as the people are well-trained, resourced and refreshed in their training. Importantly for me is to ensure that there is a person with designated responsibility to keep such issues on the managerial and organisational agenda. This might be someone in Human Resources, or a Health and Safety Coordinator. Reporting on issues that have arisen and actions to address, as part of triple bottom-line reporting on an annual basis, is also useful to keep momentum in the area.

For the next “who is.. column, I nominate... Imad Al Muala

My question for Imad is:

I noticed that your university appears to be faith-based. Do you think bullying is seen differently in different parts of the world and by different religions? If so, what is the impact of this for research and discussion in an academic environment in a faith-based university?

Organizational Influence and Bystander Special Interest Group Article:

The Organizational Influences and Bystander (OIB) Special Interest Group (SIG) is a forum for interested practitioners and academics to engage with the complexities of organizational influences that facilitate and sustain bullying in the workplace. The SIG also explores the phenomenon of bystanding as a multi-faceted and complex interplay of interpersonal dynamics, organizational influences and, in particular, the range of motivations behind bystanding behaviours. The implications of bystanding for targets of workplace bullying, for bystanders themselves, and for the culture of the organisations in general have become a stronger focus in the literature in recent years. The deeply labyrinthine nature of motivations behind bystanding behaviour such as fear, self-preservation and self-interest, for example, have significant and often adverse consequences for the targets of bullying and they in no small measure, facilitate bullying to continue, perhaps even escalate. Thus, the interwoven nature of organisational functioning and culture and the behaviours of employees cannot easily be extrapolated from one another. Investigation of both these factors is central to the development of effective strategies to address and eradicate workplace bullying and incivility.

In the past two decades, the extant literature has identified that workplace bullying is facilitated by, and often has its genesis in, recondite interactions between individuals. While initially the literature might have treated these as occurring without due attention to the organizational context in which they occur, recent studies are underpinned by recognition of the organizational context as germane to workplace bullying behaviours. Employee interactions are frequently driven by the dynamics of complex organizations. Hogh, Conway, and Mikkelsen's (2017) recent review of the literature examined the relationship between organizational and individual risk factors and workplace bullying. For the organizational risk factors, the authors identified three elements in a work environment associated with workplace bullying: (1) presence of stressors, (2) a reduced sense of trust and community between and among workers, and (3) poor leadership.

Responses to the complex situations that one may find oneself within are also quite multifarious and in situations of workplace bullying can range from active agency (desirable but rare) to passivity or inaction (more common and referred to as bystanding). Bystander roles can be understood along a continuum from active to passive and constructive or destructive (MacCurtain, Murphy, O'Sullivan, MacMahon, Turner, 2018; Paull, Omari, Standen, 2012). At its most fundamental, bystanders have been defined as "...employees, other than the bully or target, who are present when bullying occurs" (Sander Lansbury, 2014, p. 2). However, our understanding of the intricacies has deepened. Pouwelse, Mulder, and Mikkelsen's (2018) review of the literature on the role of bystanders in workplace bullying has helped move the discourse forward. In particular bystanders are now recognized as contributors to and a source of solution for workplace bullying. This makes their role in the organizational interplay surrounding workplace bullying more pivotal. Pouwelse et al, (2018) cite the work of several scholars to discuss the types of bystander roles that are helpful or harmful or a combination of the two.

Despite what is now known about the causes and effects of workplace bullying and the adverse impact for both individuals/organizations, it is somewhat surprising then that organizations remain quite poor in addressing it. This is often linked to how coercive power is exercised in the organization, leading to fear of potential reprisal and poor organizational/Human Resource responses.

Members' corner

These factors may make it unsafe for targets of bullying to seek redress (Mannix McNamara, in press). Bystanders are witnesses to bullying in action. The literature evidences the prevalence of “helpful helplessness” identified by D’Cruz and Noronha (2011, p. 276) where friendship is initially offered by bystanders to seek to protect targets and to resolve a bullying situation, but self-preservation in the face of employer hostility and likely reprisal, leads bystanders to curb their efforts (Mannix McNamara, in press). This notwithstanding, bystanders are a crucially important source of information. They provide corroboration but they also, if active, make it more difficult for the organization to ignore complaints and attempts to seek redress. However, lack of recognition of this crucial role leads to the effective isolation of targets of bullying. Further research is needed in order to find safe and meaningful ways to support bystanders to use their voice to name what is happening in their workplaces.

The OIB SIG seeks to promote knowledge exchange through examination and knowledge sharing on organizational influences and bystanders on workplace bullying (International Association of Workplace bullying and Harassment (IAWBH), n.d.).

Specifically, the purpose of the OIB SIG is to:

1. promote discourse and research specific to the complex interplay of organizational factors that influence bullying behaviours in the workplace.
2. help gain a deeper understanding of what organizations can do to minimize bullying in the work place
3. achieve a greater understanding of positive bystander roles and how these can contribute to anti-bullying strategies.

If you are interested in hearing more about the Organizational Influences and Bystanders SIG and/or participating in the SIG, please contact us as: cmpurpora@usfca.edu

Further, we would like to hear from you about the types of activities that the SIG could do to make it as dynamic and useful to you as possible. To this end, we invite you to click on the link below to share your ideas and suggestions.

<https://goo.gl/forms/PWz8nhARksLszAUJ3>

Co-conveners of the OIB SIG:



Yariv Itzkovich



Christina Purpora



Patricia Mannix McNamara



New members

At the moment the IAWBH consists of members from all over the world. A warm welcome to our 10 new members who have joined since January:

- Deborah Callaghan, Edge Hill University, UK
- Fernando Feijo, Federal University of Pelotas, Brazil
- Patrick Gottry, European Bank for Reconstruction and Development
- Bevan Johnstone
- Pamela Kemp, The University of Southern Mississippi, USA
- Peliwe Mnguni, University of South Africa
- Cecillia Osterman, Linnaeus University, Sweden
- Dorothy Suskind, Longwood University, USA
- Jeremy Vine, Jeremy Vine Consulting
- Karen Yong, Key Concepts

Upcoming events

The 19th European Association for Work & Organizational Psychology (EAWOP)

8th-11th May 2019. Turin, Italy <http://eawop2019.org/>

EURAM19

26-28 June 2019. Lisbon, Portugal <http://euramonline.org/annual-conference-2019.html>

The 16th European Congress of Psychology

2nd—5th July 2019. Moscow, Russia <https://ecp2019.ru/>

The International Associate for Conflict Management Annual Conference

Dublin Ireland, 7th-10th July 2019. <https://iafcm.org/>

The 6th Regulating for Decent Work Conference: Work and well-being in the 21st century

8-10 July 2019. Geneva, Switzerland. <http://www.ilo.org/rdw2019>

The Dark Side of Communication. 2nd International and Interdisciplinary Conference on Discourse and Communication in Professional Contexts 14-19 August 2019. Aalborg, Denmark. <https://www.en.cgs.aau.dk/research/conferences/discourse-communication-2019/>

IAWBH Masterclass: Methodological Advancement in Workplace Bullying and Harassment Research, 29-30 August, 2019, Birkbeck College, London.

IAWBH Masterclass: The dark side of organizations: Causes, consequences and mitigation – an organizational perspective 18-19 September 2019, Kinneret Academic College, Israel

The 13th International Conference on Occupational, Stress and Health 2019

6th—9th November 2019. Philadelphia, USA <http://www.apa.org/wsh/>

Literature update

The list of literature on bullying and related issues is expanding. Between Dec 2018 and March 2019, Bevan Catley identified 73 new publications. They range from:

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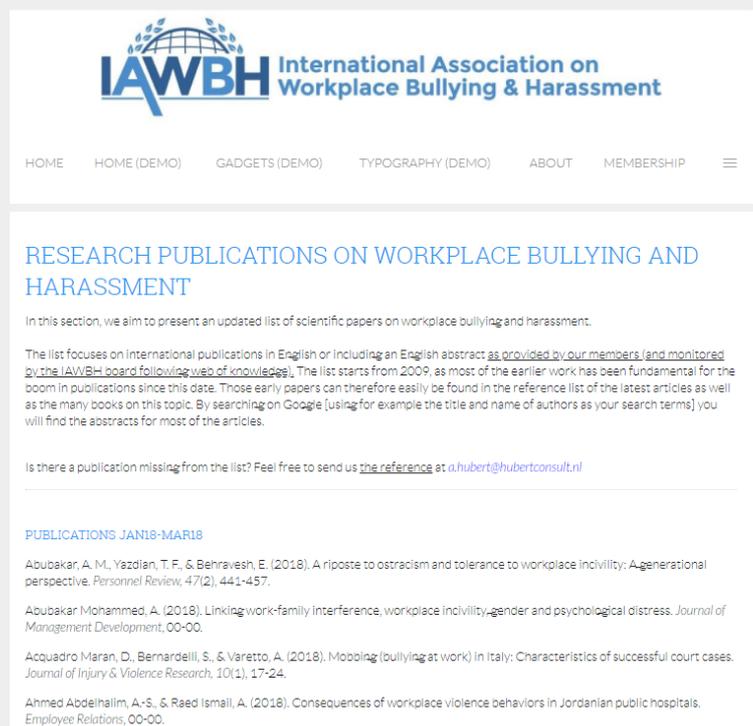
Alola, U.V., Olugbade, O.A., Avci, T., & Ozturen, A. (2019). Customer incivility and employees' outcomes in the hotel: Testing the mediating role of emotional exhaustion. *Tourism Management Perspectives*, 29, 9-17. doi:10.1016/j.tmp.2018.10.004

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Zhang, S.-E., Liu, W., Wang, J., Shi, Y., Xie, F., Cang, S., Sun, T., & Fan, L. (2018). Impact of workplace violence and compassionate behaviour in hospitals on stress, sleep quality and subjective health status among Chinese nurses: a cross-sectional survey. *BMJ open*, 8(10). doi:10.1136/bmjopen-2017-019373

To access the whole new literature list, log-in to the IAWBH website.



The screenshot shows the IAWBH website's navigation menu and a section titled 'RESEARCH PUBLICATIONS ON WORKPLACE BULLYING AND HARASSMENT'. The page includes a description of the list, a list of recent publications, and a contact link for missing references.

HOME HOME (DEMO) GADGETS (DEMO) TYPOGRAPHY (DEMO) ABOUT MEMBERSHIP

RESEARCH PUBLICATIONS ON WORKPLACE BULLYING AND HARASSMENT

In this section, we aim to present an updated list of scientific papers on workplace bullying and harassment.

The list focuses on international publications in English or including an English abstract as provided by our members / and monitored by the IAWBH board following [web of knowledge](#). The list starts from 2009, as most of the earlier work has been fundamental for the boom in publications since this date. Those early papers can therefore easily be found in the reference list of the latest articles as well as the many books on this topic. By searching on Google (using for example the title and name of authors as your search terms) you will find the abstracts for most of the articles.

Is there a publication missing from the list? Feel free to send us [the reference](mailto:a.hubert@hubertconsult.nl) at a.hubert@hubertconsult.nl

PUBLICATIONS JAN18-MAR18

Abubakar, A. M., Yazdian, T. F., & Behravesh, E. (2018). A riposte to ostracism and tolerance to workplace incivility: A generational perspective. *Personnel Review*, 47(2), 441-457.

Abubakar Mohammed, A. (2018). Linking work-family interference, workplace incivility, gender and psychological distress. *Journal of Management Development*, 00-00.

Acquadro Maran, D., Bernardelli, S., & Varetto, A. (2018). Mobbing (bullying at work) in Italy: Characteristics of successful court cases. *Journal of Injury & Violence Research*, 10(1), 17-24.

Ahmed Abdelhalim, A.-S., & Raed Ismail, A. (2018). Consequences of workplace violence behaviors in Jordanian public hospitals. *Employee Relations*, 00-00.

Purpose of the IAWBH

(<https://iawbh.org/Purpose-IAWBH>)

(Excerpted from Minutes of Board Meeting, Oslo, 23 – 24 May 2015)

The IAWBH has been an Association since 2008, and over that time we have had a number of conferences and there have been many thoughts on the direction that we should take. There have been occasions also when the Board has been asked to make public statements on various issues.

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.

We are not a certifying professional association. This means that we do not evaluate the work of our membership, or develop standards of practice, or subject membership to disciplinary action. We are also not an advocacy group. Because of the diversity of our membership across many languages, countries and cultures, it is unlikely we will ever be able to speak with a single voice.

As such, it is not within our aims to comment on specific individuals, organizations or issues.

Therefore, should members consider that specific issues need comment, they are welcome to comment on their own behalf, but not on behalf of the Association or of an IAWBH SIG.

Members are however welcome to raise issues within the LinkedIn forum or the IAWBH website which stimulates thoughts for debate and/or future research.

IAWBH Board March 2018.

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 2019. Please inform us about:

- your published work,
- 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.



We are currently looking to refresh the newsletter. We will be asking members for their views on content—what new things that you might want to see in the newsletter and what current features you might want to keep or even do without. I look forward to hearing your 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.