



Premilla D'Cruz
President of IAWBH

From the President

Dear IAWBH member,

Welcome to the June 2017 issue of the IAWBH newsletter! The IAWBH board had a busy and productive face-to-face meeting in Leiden, the Netherlands, on 20th and 21st April

2017. This was the first opportunity for the entire board to meet in person and we were graciously hosted by Adrienne Hubert in her office. We had a substantive agenda which emphasized the future strategy and operations of the IAWBH. In particular, the board discussed initiatives to grow the membership base and increase revenues, upgrading the website and related technology, enhancing services to members and managing board roles and association tasks. Carlo Caponecchia, Adrienne Hubert and Chris Seydl (our financial auditor and former webmaster) spent time together prior to the board meeting to discuss website-related matters. Nils Mageroy and Chris Seydl also reviewed the Board's financial procedures.



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Chris conducted the audit of IAWBH accounts for 2016 and will be preparing his report.

As mentioned in the last newsletter, Chris Seydl has stepped down from his role as our webmaster, owing to pressing professional commitments. On behalf of the board and the membership, I thank Chris for his immense contribution to the IAWBH. Chris has been instrumental in setting up our website in 2009 and has managed it till end of 2016. Chris continues to be our financial auditor and advises us on financial matters. We are grateful for this continued interaction. Thank you very much, Chris!



Christoph Seydl

The upcoming IAWBH Summer School (26-28 July 2017 at Huddersfield, the UK) focusing on 'Time to rethink the bully in workplace bullying?', organized by Ria Deakin and Frances-Louise McGregor, is round the corner. We hope to see you there! Ria and Frances have shared their interesting programme in the newsletter and it will certainly be a most engaging and enriching event. Thank you, Ria and Frances, for all the efforts in putting the IAWBH Summer School together.

The board was delighted with your enthusiastic response to our survey on the logo designs. It was wonderful to have your feedback despite the short time frame. We received mixed views on each of the designs. After considering the votes and the comments, we zeroed in on the design below for the new logo, keeping in mind that the numbers tilted in its favour by a small margin. We thank Carlo Caponecchia for all his efforts on the development of the logo and the website and, of course, all of you for your participation in the survey. Going forward, this logo will be featured on the redeveloped website once it is unveiled in a few months' time and on all other IAWBH business.



As you turn the pages of the newsletter, you will find several interesting articles. First up is the board's call for panellists. Actioning the decision at the 2016 IAWBH General Assembly in Auckland to institute PhD scholarships for the IAWBH biennial conferences, the board is seeking nominations to the scholarship assessment panel. We have all our regular columns – Megan Paull on online stories in Methodology Matters, Shayne Mathieson sharing her 3 Most Influential Work and Sara Branch answering the Who Is...questions – as well as the literature and events database. Our members, Ellen Pinkos Cobb and Mienke Pouwelse, have posted their news. And of course, a reminder of our upcoming conference in Bordeaux, now less than a year away (5-8 June 2018...mark your diaries!).

A warm welcome to all our new members! We hope to keep the membership growing and count on all of you to bring more researchers and practitioners from across the globe into our fold...and we look forward to hearing more news and reading more contributions from you in the newsletter. Do send in your pieces to Adrienne Hubert, our newsletter editor, by 1 September 2017 for the next issue. It is wonderful to learn from each other and the newsletter is certainly helpful in facilitating this.

**Premilla D'Cruz
President of IAWBH**



The IAWBH Board (April 2017)

From the left to the right:

Carlo Caponecchia, Shayne Mathieson, Adrienne Hubert, Premilla D'Cruz, Nils Mageroy, Bevan Catley, Maryam Omari



Call for Nominations

Those members present at the IAWBH General Assembly in Auckland, New Zealand, in April 2016, would recall discussions around the provision of funding support to a select number of PhD students to attend the next IAWBH conference in Bordeaux, France, in 2018. The Board noted this request and has worked to put in place a small number of scholarships for this initiative.

The Board would like to invite nominations from the general membership to join the assessment panel for the scholarships; the panel will comprise two Board members and one IAWBH member. The main tasks of the panel are anticipated to take place in the first quarter of 2018, and will involve reviewing and evaluating scholarship applications against criteria developed by the Board.

If you are interested in serving on the panel as the IAWBH member, please email the following information to Professor Maryam Omari (m.omari@ecu.edu.au) by September 30, 2017.

- Full Name and Title
- Affiliation/Institution
- A supporting statement not exceeding 200 words to describe your previous experience on selection panels, or with scholarship/funding applications.

The nominations will be assessed by the IAWBH Board towards the end of the year. It is anticipated that the successful applicant will be advised by December 2017. Should sufficient or appropriate nominations not be received, a sub-committee of the Board will assess the applications for funding support.

The IAWBH Board

**Programme IAWBH Summer School
'Time to rethink the bully in bullying?'
Huddersfield UK
26th-28th of July 2017**

Prepared by:

Ria Deakin and Frances-Louise McGregor



It doesn't seem like too long ago when we were putting together the proposal for the Summer School but fast forward 12 months and here we are on the home stretch!

Plans are coming together nicely, and subject to a couple of additions to the panels, we're very pleased to release the programme for the event (below). The programme contains a good breadth of sessions around our core question of thinking, and rethinking, the way we understand and approach bullies in bullying. There is a mixture of thought-provoking key notes, panels and workshops, as well as opportunities for delegates to sit down and engage in structured conversations to share experiences, ideas and thoughts.

It is hoped that the Summer School will bring together academics and practitioners from across disciplines and countries with a view to determining a way forward to help us improve understandings and practices associated with workplace bullying.

Thank you again to all of you have supported the development of the Summer School and who have already registered to come along. If you are planning on coming but are yet to register, please do so asap. Please also share details of the Summer School with anyone in your networks who may be interested. Registration and details about the event for sharing are both available at:

<https://www.hud.ac.uk/huddersfield-business/research/research-seminars/iawbh-summer-school/>

If you have any queries, please contact: r.deakin@hud.ac.uk

We hope to see you in July!

Ria and Frances

Day 1 - 26th July 2017

Time	Session
11 30 - 12 00	Registration
12 00 - 12 15	Opening
12 15 - 13 20	Rethinking 'the bully' in bullying , Laura Crawshaw, PhD, Boss Whispering Institute (USA)
13 45 - 14 50	Back to school? Insights from bullying in a non-workplace context , Bullying UK
14 50 - 15 15	Coffee break
15 15 - 16 25	World café discussion
16 30 - 17 15	Challenges of dealing with bullies and bullying (panel discussion). Members include Katherine Graham, CMP Resolutions and Bill Adams, TUC
18 00 - 20 00	Film and TV event

Day 2 - 27th July 2017

Time	Session	
9 00 - 9 25	Registration, coffee and networking	
9 30 - 12 30	Identifying 'the bully' Evelyn Field, OAM, FAPS (Australia) and Miwako Wakui, Office Prism (Japan)	Substantiated – then what? Post-investigation challenges Danielle Carney, PEEL HR Consulting and Mediation (Australia)
12 30 - 13 30	Lunch	
13 30 - 15 00	How do alleged perpetrators defend themselves? Opportunities and challenges of using video methodology and naturalistic data in workplace bullying research Neill Thompson, Northumbria University (UK)	A psychodynamic perspective of bullies Dr Sheila White, whybulliesbully.com (UK)
15 00 - 16 30	What does it take to change abrasive leaders? Laura Crawshaw, PhD, The Boss Whispering Institute (US)	Bullying and toxic cultures Anne Lee, University of Oxford (UK)
16 30 - 17 00	Reflection on workshops	
19 00 -	Evening event	

Day 3 - 28th July 2017

Time	Session
8 30 - 8 55	Coffee and networking
9 00 - 10 30	Rethinking the bully in bullying - looking forward
10 30 - 10 45	Coffee break
10 45 - 11 45	World café discussion
11 45 - 13 00	World café feedback, panel (tbc) and close
13 00 - 14 00	Lunch
14 00 - 15 00	Networking



**11th International Conference
on Workplace Bullying and Harassment**



**“Better Understanding of Workplace Bullying and Harassment
in a Changing World”**

6th-8th June 2018, Bordeaux, Palais de la Bourse

Pre-conference Doctoral Workshop and SIG Meetings

5th June 2018

website <https://bullying2018.sciencesconf.org/>

further information including the call for abstracts and registration

will be available early September 2017

Methodology matters

Eliciting stories online via a snowball method

In this column we ask one of our members to describe an interesting methodology or approach to analysis that was important to answering a particular research question. This time the Board invited: Megan Paull from Australia discussing eliciting stories online via a snowball method.



Megan Paull

Introduction

Much of my research is in the nonprofit sector, particularly in the field of volunteers and volunteer management. I often venture into areas which are a little uncomfortable, such as declining performance or ageing volunteers. Researching sensitive subjects is always a challenge, especially when trying to get past gatekeepers and then encourage people to share their experiences. This is no less so with investigating bullying in volunteer settings – my focus here.

What was the question you were seeking to answer?

The project I want to tell you about is one which I undertook in collaboration with my long term research partner Maryam Omari. Our aim was to investigate whether bullying was an issue in volunteer settings - we suspected this might be the case, having already heard some stories which led us to believe this was so. What we did not want to happen, though, was for our “hunch” to influence our investigation.

A key factor in our work was to recognise that volunteers have a unique relationship with the organisations in which they volunteer, and can walk away at any time, but that they form a psychological contract, and are often tied to their organisations by commitment to a cause, a task or to people in the organisation. Their relationships with any paid staff in the organisation are often complicated by these commitments.

What were important factors in your research design?

As this was an exploratory foray into relatively unknown territory we needed to find a way to encourage people to share their stories with us without damaging any organizational or individual reputations, and to ascertain what value there would be in following this work through with a more in-depth investigation.

It was important to gain access to a wide range of people involved in volunteering, and to have them share their own understanding of what they considered to be bullying, rather than have our interpretations imposed on them. Such is the nature of exploratory research that we also did not want to impose existing instruments or thinking on participants.

So – with the co-operation of the peak body for volunteering in Western Australia we presented a short introduction to our research to a small audience at a state symposium on volunteering, and launched our online survey via their membership list. People were asked to pass on the link to the survey via email and other means to encourage as many people as possible to participate.

The online survey sought basic demographic data and encouraged sharing of stories as well as seeking individual respondents' views on what constituted bullying. Simple questions such as "have you ever encountered bullying in volunteer settings?" were designed to elicit simple answers, but respondents were also provided with space to elaborate on their answers.

What other methods did you consider using, and why did you choose online story gathering?

We considered other methods such as a straightforward quantitative survey with limited qualitative data but felt this would not yield the insights we needed at this early exploratory stage. We also considered seeking to interview people to get their stories, feeling that access might be difficult, organisations might be reluctant to recruit for us, but also that individuals may not feel comfortable if their identity was known. So – with anonymity, and the focus on exploratory insights being important – online story gathering was selected.

What were the advantages and disadvantages of using online story gathering?

There are always disadvantages with any choice of method. We had to push the recruitment email a couple more times to get a big enough selection of stories to consider, and we certainly did not get what could be considered to be a "representative" sample in a positivist sense. Anonymity of the story gathering process meant that there was no opportunity to probe and so in our analysis at times we

were left extrapolating and pondering when respondents provided unclear information. Despite this we were able to ascertain some key information – including that there was value in seeking to further investigate bullying in volunteer settings. We also established that with some fine tuning in the questions to be asked, and with a wider net to be cast in recruiting, the online story gathering approach was valuable in that we were able to identify some unique factors associated with volunteer settings.

What would you do differently next time if using online story gathering?

Next time in this case is already underway – and we are using online story gathering again. The exploratory nature of this project means that there is very little we would do differently for the initial exploration in a new setting – except perhaps to invite respondents to consider if there are questions they think researchers might ask if they had the opportunity to probe. The next time which is underway, however, is to build on the initial exploration and to include some more specific questions, as well as cast the net wider and recruit participants through more collaborating organisations.

How has your research question been answered?

Our main research question was answered, and we have determined that there is value in investigating bullying in volunteer settings. We found that there were factors unique to volunteer settings which might influence bullying, and also that there were those who were emphatic that they had never encountered bullying in these settings. If you want to read more about this project we were successful in getting our findings published:

- Paull, M. & Omari, M. (2015) Dignity and respect: Important in volunteer settings too! *Equality, Diversity and Inclusion* 34 (3) 244-255
- Paull, M, & Omari, M. (2014). Organisational (mis)behaviour of volunteers: Profiles and perspectives. In M. Oppenheimer, & J. Warburton (Eds.), *Volunteering in Australia*. Sydney: Federation Press. <https://www.federationpress.com.au/bookstore/book.asp?isbn=9781862879836>

Thanks to IAWBH for their interest in our approach.

The 3 most influential works

In this column members of IAWBH may present the three works that influenced them the most. After presenting these works the member may pick up another member from the membership list (they don't know too well and who is working in another field of bullying) for the 'The 3 most influential works column' in the next newsletter. Miguel R. Olivas-Luján from Pennsylvania who presented the 3 most influential works in the last newsletter chose Shayne Mathieson from New Zealand for this column in the current newsletter.



Shayne Mathieson

Introduction

Kia ora, I'm Shayne Mathieson, and I've been a practitioner in the field of harassment and bullying for around 35 years, the last 26 years being a management consultant within my partnership, Top Drawer Consultants. This role has included bullying and harassment prevention policy development and analysis, training within around 200 organisations, some mediation and over 150 investigations. As a consultant you learn from a variety of sources – personal experience, reading, discussion and debate, attendance at conferences, research. The discussions and debriefs with my two wonderful business partners, Margaret Hanson and Janice Burns, after some of the more gruelling investigations have lent clarity to my thinking and balm to my soul. When I don't have the luxury of exploring issues with others, the world of writing provides another avenue for mind expansion. Of course there are many books that have had an impact on my thinking and practice, but the three that immediately came to mind when asked to write this column were:

Work 1: Sexual Harassment: Women Speak Out, edited by Amber Coverdale and Dena Taylor (Crossing Press 1992).

This is a collection of writings from American women opening up about their own experiences of harassment after the 1991 public coverage (and humiliation) of Anita Hill, when she was testifying during Supreme Court confirmation hearings for Clarence Thomas, about his harassment of her. (Note: Justice Thomas remains sitting on the Supreme Court to this

day). Women across America, and the world were enraged by the victim **Members' corner** Hill for having the "temerity" to come forward. Reading the experiences that women had chosen to share, the impact of it on them, gave me a great insight into the different ways we respond to similar circumstances. Some women spiralled downwards to extreme depression, others rebounded with even greater strength. Some found such creative ways of dealing with situations that one's spirit was lifted. Others, like contributor Ellen Snortland, after a drunken guest (who had the potential for massive influence on her career) had groped her in her own home shared her solution fantasy ... "These occurrences boil down to my word against his, right? Well, if that's true and he could get away with denying he touched me, I could get away with denying I kneed him in the groin, couldn't I? I could say my knee slipped...why, he just doubled over from too much wine ... He's just saying that ... He's got some kind of paranoid fantasy going that hostesses like to connect between his legs ..." (p.246) Ms Snortland's fantasy and the empowering words from many contributors provided a window into women's experiences in the workplace, and fuelled my desire to work towards creating better workplaces.

Work 2: Bullying and Emotional Abuse in the Work place; International perspectives in research and practice, edited by Ståle Einarsen, Helge Goel, Dieter Zapf and Cary L Cooper. (Taylor & Francis 2003)

In contrast to the above book, this scholarly tome brought together significant research findings in the area of harassment and bullying during the 1990s, primarily in Europe and the USA with a sprinkling of Australian contributors. I bought this book after the 2004 conference in Bergen, and its wide-ranging coverage of the issues, from identifying the problem, explaining it, managing it, and a critical outlook at remedial actions, continued my enthusiasm for staying abreast of research in the field. As a practitioner, I have on occasion been critical of some research in the area which has the same feeling to me of a detached journalistic photographer recording the pain and anguish of the subjects of photos (for example, victims of crimes or war-ravaged areas) while offering no assistance or succour for them. This book provided a positive direction for collaboration between academic researchers and workplace practitioners in creating a comprehensive understanding of bullying, and to "identify factors and circumstances which may inhibit bullying as well as those which increase the likelihood of its presence." (p.415)

Work 3: Taming the Abrasive Manager, How to end unnecessary roughness in the workplace by Laura Crawshaw. (Jossey-Bass 2007)

At the 2006 Dublin conference I was troubled by the way some presenters spoke of those who had perpetrated bullying or harassment against their colleagues. Dr Crawshaw's address at a subsequent conference, and her book dispelled the demonising of such people, with her considered approach to working with those who had harmed others in their workplace. Her exploration of the dynamic of defensive behaviour, threat & fear & defence, and her Socratic method of coaching those accused of abrasive behaviour was both practical and hope-giving. While there are psychopaths in workplaces

who might never change – or care about changing - their behaviour, Dr Crawshaw's observations were that over 80% of perpetrators indicated they had no intention of causing harm to others; their motivation was often to achieve a particular goal, but their methods indicated social skill deficits, lacking awareness of appropriate interpersonal rules, or sheer ignorance (p.89). For leopards to change their abrasive spots, Dr Crawshaw posits that people have to (1) see the abrasive behaviour; (2) care enough to change the behaviour and (3) learn how to change the behaviour (p.111). The application of this seemingly simplistic analysis has borne fruit in my practice in helping managers address bullying and harassing issues in their organisations.

You may pick another member from the membership list for the 'My 3 most influential works... column' in the next newsletter. Who do you choose?

I would like to ask Isil Karatuna from Turkey.

**Thank you very much Shayne Mathieson
for sharing with us the 3 works that influenced you the most**



New Developments in International Law (New book)

Prepared by: Ellen Pinkos Cobb

Workplace Bullying and Harassment: New Developments in International Law by Ellen Pinkos Cobb, JD, and published by Routledge in April 2017, provides a comprehensive tour around the globe, summarizing relevant legislation and key developments in workplace bullying, harassment, sexual harassment, discrimination, violence, and stress in over 50 countries in Europe, the Asia Pacific region, the Americas region, and the Middle East and Africa. Workplace bullying, harassment, and other psychological workplace hazards are becoming increasingly acknowledged and legislated against in the modern work world. Their costs are huge and far-reaching, wreaking havoc on the vitality and prosperity of organizations and individuals alike.

This book brings together need- to- know information on global workplace bullying and harassment in one place, the first publication of its kind to do so. It will aid those in the fields of labor and employment, human resources management, occupational and industrial health psychology, health and safety, and workplace regulatory compliance stay abreast of laws and developments that these practitioners must be aware of, whether operating nationally or globally. Academics will also benefit. Links to laws and references are provided, enabling further research.

Bystander literature Suggestions for review?

Prepared by: Mienieke Pouwels

We plan to write an overview of literature on the subject bystander behavior and workplace bullying. If you have (unpublished) papers, congress presentations or other contributions regarding this subject, please let us know and contact us. We don't guarantee that we cite you, but like to have a complete picture. We look forward to hear from you.

Mienieke.pouwelse: Mienieke.pouwelse@ou.nl

Roelie.mulder: Roelie.mulder@kpnplanet.nl

Eva Gemzøe Mikkelsen egemzoe@hotmail.com



Sara Branch

Who is....?

In this column members of IAWBH may present themselves in a snowballing manner. After answering some questions about themselves, their work and developments in their country, the presented member may pick up another member from the membership list (they don't know yet) for the 'Who is...?' column in the next newsletter.

Imad Al Muala from Jordan who presented himself in the last newsletter chose Sara Branch from Australia as the member to be interviewed in this newsletter.

Tell us something about yourself

I live in the north of Australia in Brisbane - Australia's third largest city. Living in the sub-tropics means our weather is very nice except for Summer when it can be very hot and humid. The rest of the time it is almost perfect, except for the occasional Cyclone, flood or drought. In my spare time I like to take advantage of the beach and the rainforests that surround Brisbane. We are very lucky!

How did you become interested in workplace bullying?

About 17 years ago I knew someone who was experiencing upwards bullying and became interested in the topic of workplace bullying as a result. I was very lucky because at this time some of the leading researchers in the field were working at Griffith University and I was able to work with them to explore the topic of upwards bullying. As someone with an organisational psychology background I was especially interested in the systemic element of workplace bullying and how the different sources of power can be used to create a power imbalance.

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

Perhaps due to our isolation I feel that some of the research being conducted in the workplace bullying field in Australia tends to be very innovative. In 2012 the Australian Government conducted an inquiry into workplace bullying, seeking to better understand its prevalence, the experiences of targets, the role of the workplace environment in preventing, enabling, and responding to incidences of workplace bullying, as well as the effectiveness of services, regulators, governments and policy/legislation to address this issue. In response to the inquiry, amendments were made in 2013 to the Fair Work Act 2009 that gave the Fair Work Commission (FWC) the power to order a stop to bullying occurring in a workplace. From the first of January 2014 a "worker" can apply to the FWC in circumstances where they have been the subject of repeated unreasonable behaviour by an individual or group of individuals and that behaviour creates a risk to health and safety. These changes by government have placed increasing demands on organiza-

tions to address workplace bullying with many responding.

What can you tell us about your work?

I currently work at Griffith University within the Griffith Criminology Institute. In my role as a Research Fellow I work on the CREATE-ing Pathways to Prevention Project – an early intervention and collaborative Project that involves a wide range of Non-government organisations, as well as State and Federal Government departments. CREATE-ing Pathways seeks to enhance the wellbeing of children and their families in disadvantaged areas by applying the principles of CREATE (for more information go to http://bit.ly/creating_pathways_to_prevention). CREATE stands for Collaboration, Relationship-driven, Early in the Pathway, Accountability, Training focused and Evidence based. Structured around a learning cycle and supported by Collective Impact Facilitators and a range of electronic resources, which make up the Prevention Translation and Support System, local community coalitions refine and enhance how they deliver services according to the needs of the community they serve.

While not directly related to the field of workplace bullying, I believe the concepts and processes which the CREATE-ing Pathways Project is applying to the fields of criminology, human services and social work are applicable to organisations as they address workplace bullying. Drawing upon Prevention Science, Implementation Science and the CREATE principles I and other colleagues from Australia are currently exploring ways we can apply the principles of early intervention, collaboration or collective impact, and evidence to inform how to respond to workplace bullying.

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

My approach to workplace bullying has always been informed by systems theory, that workplace bullying is more than an interpersonal conflict between two people but rather a conflict that can be a lot more complex and hard to address once it occurs. I would like to enhance and promote early intervention within the field in order to reduce the harm bullying can do to people in the workplace but also because prevention is easier and cheaper than the response. In other words I really believe the old saying 'Prevention is better than the Cure'. I would also like to enhance the evidence base of workplace bullying and our approach to using evidence to inform how we respond to bullying in the workplace.

Question from Imad Al Muala: *"Since you participated in writing chapters in a book on workplace bullying, what are the challenges you faced? Do you think the workplace bullying terminology differs from culture to another, or it could be the same everywhere? As you have published many research papers in this field, do you think we still need more research, and if so, in which aspects?"*

Many thanks for your question. One challenge I have faced is the difficulty of shifting people's perceptions of what is workplace bullying, that is, moving people beyond the belief that bullying is an interpersonal conflict but something that is a lot more complex and insidious and therefore difficult to respond to especially after the harm as been done. As a result, a focus on helping organisations, decision makers and people in general to understand the complexity of bullying is required. There is always a need for more research.



I believe the next frontier of workplace bullying research will be the issue of evidence and developing the evidence-base of programs that seek to address workplace bullying.

You may pick another member from the membership list for the 'Who is...?' column' in the next newsletter. Who do you choose and what is your question for the member?

I choose Linda Tilley as the next person to be interviewed. My question to Linda Tilley is the following: *I see you are interested in the Dynamics of Formal Knowledge, Power, and Professions SIG and Emotions and Personality SIG, two areas that are of interest to me. Do you see any cross over between these two SIGs eg. Is there a link between power and emotion?*

**Thank you very much Sara Branch
for taking part in this interview**

Upcoming Events

15th European Congress of Psychology

11-14 July 2017

Amsterdam, The Netherlands

<https://psychologycongress.eu/2017/>

24th Annual AAPAE Conference: Applied Ethics in the Fractured State

22-24 June 2017

UTS Sydney

<https://www.uts.edu.au/research-and-teaching/our-research/public-policy-and-governance/our-research/conferences/24th-annual>

EURAM 2017

22-24 June 2017

Glasgow, UK

<http://euramonline.org/annual-conference-2017-2.html>

IAWBH Summer School: Time to rethink the 'bully' in bullying?

26-28 July 2017

Huddersfield, the United Kingdom

<http://www.hud.ac.uk/explore-hud/>

Academy of Management 2017 meeting

4-8 August 2017

Atlanta, Georgia, USA

<http://aom.org/annualmeeting/theme/>

31st Annual BAM 2017 Conference

5th - 7th September 2017

University of Warwick

<https://www.bam.ac.uk/civCRM/event/info?id=3178>

7th International NIVA Course: Bullying and Harassment at Work

18th – 20th of September, 2017

Copenhagen, Denmark

<https://niva.org/course/bullying-and-harassment-at-work/>

Welcome to the 24th IAMB Conference

9-11 October 2017

Dubai, United Arab Emirates

<http://www.iamb.net/UAE/2017/UAE2017index.html>

ANZAM Conference

6-8 December 2017

Melbourne, Australia (Hosted by RMIT University)

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

SPSP's 19th Annual Convention

1-3 March 2018

Atlanta, Georgia

<http://www.spsp.org/researcher>

32nd International Congress on Occupational Health

29th April – 4th May 2018

Dublin, Ireland

<http://www.icoh2018.org/ezines/icoh2018ezine2.html>

Biennial IAWBH Bullying Conference

5-8 June 2018

Bordeaux, France

<https://bullying2018.sciencesconf.org/>

The 13th European Academy of Occupational Health Psychology Conference

5-7 September 2018

Lisbon, Portugal

<http://www.eaohp.org/conference.html>



Literature update

The list of literature on bullying and related issues is expanding. Between April and June 2017 Bevan Catley selected 88 new publications. They range from:

A

Ahmad, S., Kalim, R., & Kaleem, A. (2017). Academics' perceptions of bullying at work: Insights from Pakistan. *International Journal of Educational Management*, 31(2), 204-220. doi:10.1108/ijem-10-2015-0141

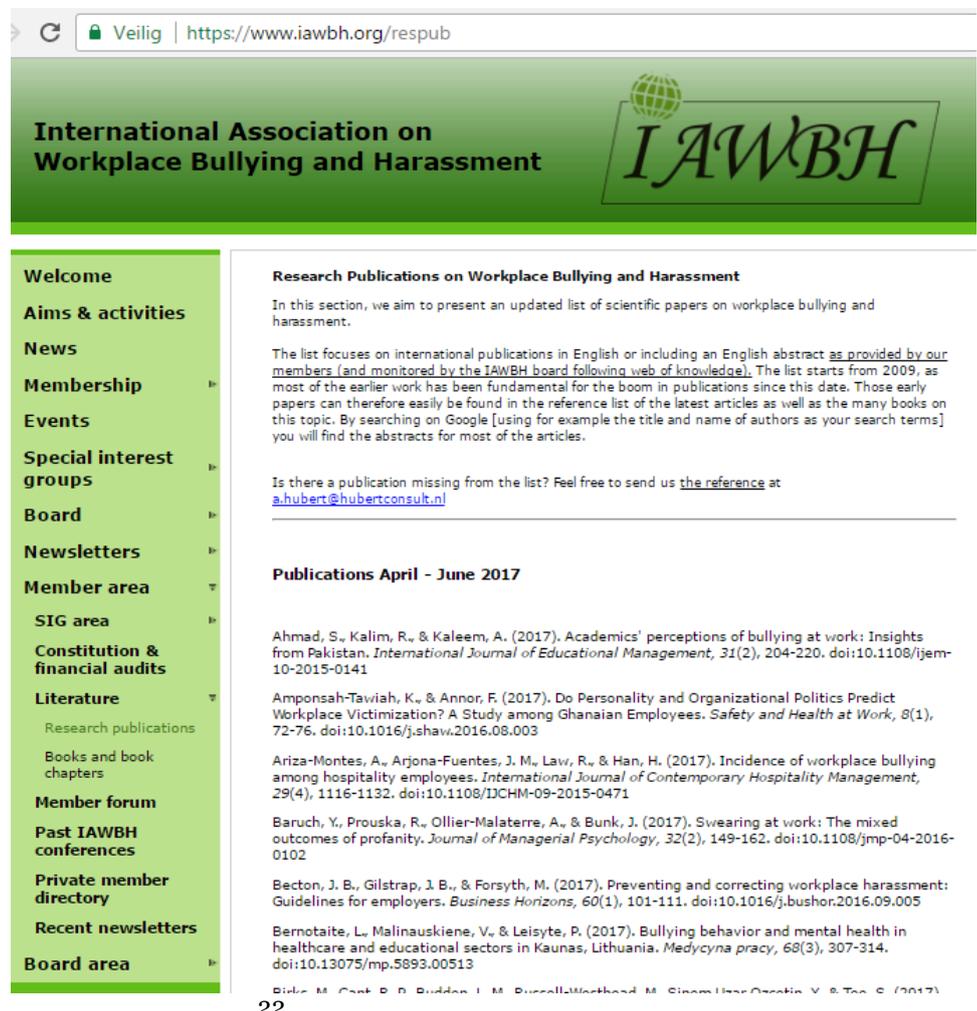
to

Z

Zhang, L., Wang, A., Xie, X., Zhou, Y., Li, J., Yang, L., & Zhang, J. (2017). Workplace violence against nurses: A cross-sectional study. *International Journal of Nursing Studies*, 72, 8-14. doi:10.1016/j.ijnurstu.2017.04.002

From now on we publish the new list on the IAWBH website only. You may find the list at:

<https://www.iawbh.org/respub>.



The screenshot shows a web browser window with the URL <https://www.iawbh.org/respub>. The page header features the IAWBH logo and name. A left-hand navigation menu lists various site sections, with 'Literature' selected. The main content area is titled 'Research Publications on Workplace Bullying and Harassment' and contains an introduction, a search tip, and a list of publications for April - June 2017.

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 at a.hubert@hubertconsult.nl

Publications April - June 2017

Ahmad, S., Kalim, R., & Kaleem, A. (2017). Academics' perceptions of bullying at work: Insights from Pakistan. *International Journal of Educational Management*, 31(2), 204-220. doi:10.1108/ijem-10-2015-0141

Amponsah-Tawiah, K., & Annor, F. (2017). Do Personality and Organizational Politics Predict Workplace Victimization? A Study among Ghanaian Employees. *Safety and Health at Work*, 8(1), 72-76. doi:10.1016/j.shaw.2016.08.003

Ariza-Montes, A., Arjona-Fuentes, J. M., Law, R., & Han, H. (2017). Incidence of workplace bullying among hospitality employees. *International Journal of Contemporary Hospitality Management*, 29(4), 1116-1132. doi:10.1108/IJCHM-09-2015-0471

Baruch, Y., Prouska, R., Ollier-Malaterre, A., & Bunk, J. (2017). Swearing at work: The mixed outcomes of profanity. *Journal of Managerial Psychology*, 32(2), 149-162. doi:10.1108/jmp-04-2016-0102

Becton, J. B., Gilstrap, J. B., & Forsyth, M. (2017). Preventing and correcting workplace harassment: Guidelines for employers. *Business Horizons*, 60(1), 101-111. doi:10.1016/j.bushor.2016.09.005

Bernotaite, L., Malinauskiene, V., & Leisyte, P. (2017). Bullying behavior and mental health in healthcare and educational sectors in Kaunas, Lithuania. *Medycyna pracy*, 68(3), 307-314. doi:10.13075/mp.5893.00513

Birke, M., Coak, P., B. Budden, J. M., Russell-Warhead, M., Simpson, D., Opat, Y., & Tao, S. (2017).



New Members

At the moment IAWBH consists of 215 members.

A warm welcome to our new members:

- Anita Garvey, Northumbria University England, UK
- Karen McConnochie, KLM Consulting Ltd, New Zealand
- Mary O'Neill, Amaranth Counselling & Coaching MO, United Kingdom
- Michael Plowright, Working Well Together, Australia
- Christina Purpora, University of San Francisco, USA
- Angelo Soares, UQAM, Canada
- Bjorn Soderberg, TTT Konsult AB, Sweden
- Judy Stuart, Experience Results Inc., USA
- Darren Treadway, University at Buffalo, USA

Please don't forget to join us on LinkedIn. If you have a profile on LinkedIn, go to 'Group directory' and search for 'IAWBH' (members only).



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 September 2017. 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.

Please send your contribution for the newsletter before **the 1st of September 2017** to:
a.hubert@hubertconsult.nl



Adrienne Hubert,
Board member (Communications),

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.