



From the president

Dear IAWBH member,

Premilla D'Cruz

The IAWBH Board is delighted to present you with the December 2017 newsletter, the last issue for this year. We hope you are well and enjoying the holidays. Preparations for the upcoming Bordeaux conference are on in full swing, with Marie-France Hirigoyen and Loic Lerouge, the conference chairs, putting in every effort for a stimulating and successful conference. We are sure you have submitted your abstract(s) by this time and are making plans to attend. Do visit the conference website (<https://bullying2018.sciencesconf.org/>) for details on conference activities, including registration, PhD delegates' scholarships [**application deadline: 31 January 2018**] and social events. As a reminder of the broad programme, we have the PhD workshop and pre-conference SIGs meetings on **5th June 2018** and the main conference between **6th-8th June 2018**. The **IAWBH General Assembly is on 7th June 2018** – we hope to see all of you there, so please mark the date in your calendar. As you turn the pages of the newsletter, you will find Nick Djurkovic's piece on the PhD workshop and a glimpse into several exciting additional activities available at Bordeaux.

The IAWBH Board elections are soon approaching, throwing up an excellent opportunity to contribute to the association. We hope many of you will consider standing for the available posts. Mienke Pouwelse and Eva Gemzoe Mikkelsen, our election officers, detail the posts to be filled and the processes to be followed. Do contact them if you need more information.

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You will be pleased to note that the Board has undertaken a membership drive in a bid to grow our vibrant community of scholars and practitioners. Researchers and interventionists in the field of workplace bullying and harassment, whose articles were featured in the literature database listings in recent newsletters, have been contacted via email and invited to join the IAWBH and to participate in the Bordeaux conference. In turn, we have received several inquiries about the association and have seen new members joining in. A warm welcome to all our new members!

As you read through the pages of the newsletter, you will find Neill Thompson speaking of Naturalistic Data Collection in Methodology Matters and Tuija Muhonen sharing her 3 Most Influential Works. Ralph Fevre elaborates on bullying and disability discrimination and Miwako Wakui describes a case of toxic company culture. The issue ends with literature and events pointers.

In closing, there are two items of follow-up from the September 2017 newsletter. The process of developing guidelines on the use of the name, logo and brand of the IAWBH is underway. The guidelines drafted by the Board are now being peer-reviewed by some of our academic and practitioner members from across the globe. Once this phase is completed, the document will be disseminated. The new annual membership fee structure is operational and can be found on the association website. Should this change lead to any complications when you renew your membership, please reach out to Carlo Caponecchia who will help clarify your doubts.

My colleagues on the Board join me in wishing you the very best for the New Year! Do send in your contributions for the next newsletter to Adrienne Hubert – it is a wonderful opportunity for us to know of and learn from each other's work.

Premilla D'Cruz

From the Election committee

Dear IAWBH Member,

On behalf of the electoral committee, we would like to encourage IAWBH members to stand for one of the available positions for the 2018 IAWBH elections. Next year, we will be electing:

- one president
- two board members (one practitioner and one academic)
- two reserve board members
- one person for the governance audit
- two persons for the electoral committee

We kindly invite you to think about whether you would be interested in standing for any of these positions. We will initiate further calls in 2018, however we are putting out this call now so that you may ponder over these possibilities and consider standing.

With respect to elections of members to the Board, the IAWBH constitution says that at least 5 board members must be employed full time by an academic institute or recognized research establishment (It also stipulates that the President must be employed full time by an academic institute or a recognized research establishment).

We hope that some of you will be interested in standing for the available posts as this would be an excellent chance to work for our association and to support and influence the future of bullying research and practice.

For the moment, we leave you with these thoughts... and do contact either of us if you have any questions or wish to have any more information.

Yours sincerely,
Mieneke Pouwelse and Eva Gemzøe Mikkelsen

2018 IAWBH Conference Bordeaux

Additional activities

(not included in the registration fees)

Friday, June 8th PM

Visit of La Cité du vin



Embark on an immersive, sensory adventure to discover the cultures and civilisations of wine. In an open exhibition space occupying more than 3,000 m², nearly twenty different themed areas invite you to take a voyage of discovery and enjoy a unique experience exploring the many and varied facets of wine across time and space. A visit to the permanent tour also includes the travel companion, a free, innovative tool available in eight languages and the access to La Cité du Vin's Belvedere, where you will discover a 360° view of Bordeaux whilst tasting a glass of world wine. (18 euros)

Website: <http://www.laciteduvin.com/en>

Saturday, June 9th, 2018 morning

Private Cruise in Arcachon



Embark on an immersive, sensory adventure to discover the cultures and civilisations of wine. In an open exhibition space occupying more than 3,000 m², nearly twenty different themed areas invite you to take a voyage of discovery and enjoy a unique experience exploring the many and varied facets of wine across time and space. A visit to the permanent tour also includes the travel companion, a free, innovative tool available in eight languages and the access to La Cité du Vin's Belvedere, where you will discover a 360° view of Bordeaux whilst tasting a glass of world wine. (18 euros)

Website: <http://www.laciteduvin.com/en>

OR

Visit of the medieval village Saint-Emilion and grand cru wine tasting



Departure by bus of Bordeaux to discover the medieval City of Saint-Émilion, first wine-making landscape classified in the UNESCO, through a guided tour in English and in French, visit of a castle and grand cru wine tasting. (35 euros)

Website: <http://www.saint-emilion-tourisme.com/uk/>

**PhD seminar on workplace bullying and harassment
in Bordeaux
on 5th June, 2018**

The Board of the IAWBH is proud to announce a PhD seminar to be held in connection with the 11th International Conference on Workplace Bullying and Harassment in Bordeaux, France, on the 5th. of June 2018 (venue: Pôle juridique et judiciaire, Place Pey Berland, Bordeaux). The seminar follows the tradition and success from earlier conferences in Cardiff (2010), Copenhagen (2012), Milan (2014), Auckland (2016) and invites all PhD students in our field to join us for a day of lectures by well-known and experienced researchers in the field, discussions of important issues on the field, methodological in-put and the possibility to discuss ones own project with other PhD students and senior researchers in the field.

The seminar is sponsored by the Board and includes a light lunch. The seminar hours are 0900-1600. Participation at the seminar is free of charge for all PhD students who are attending the Bordeaux conference. There are no fees for the workshop; refreshments and light lunch will be provided.

Student delegates who wish to register may please contact
Dr Nikola Djurkovic ndjurkovic@swin.edu.au



Nikola Djurkovic

Methodology Matters

Using naturalistic data collection methods in workplace bullying research



Neill Thompson

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: Neill Thompson from the Northumbria University, United Kingdom discussing “Using naturalistic data collection methods in workplace bullying research”.

Introduction

I work as a Chartered Practitioner Occupational Psychologist and Senior Lecturer in Occupational Psychology at the Department of Psychology, Northumbria University in the United Kingdom. My role is the Programme Leader on our MSc Occupational and Organisational Psychology where I teach on subjects around employee selection & assessment, general qualitative research methods to postgraduate students, and on our undergraduate business psychology pathway. For a number of years I have been interested in workplace bullying, initially as a practitioner involved in HR formalised processes, and then since 2009 as a researcher, with a particular interest in prevalence and interventions in the UK National Health Service (NHS; e.g. Carter, Thompson et al, 2013; Illing et al, 2013).

What was the question you had to answer?

My current research activity takes an ‘(alleged) perpetrator’ focus using naturalistic data collection methodologies. Specifically I am examining the research question ‘How do alleged bullies respond to allegations of bullying?’ This research is being examined through the analysis of video, audio, and textual material that are in the public domain.

What were important factors in your research design?

My motivation in adopting this research approach was the potential it offers in going some way to address two commonly stated limitations of workplace bullying research: over-use of self-report methods and a lack of studies through a perpetrator lens.

In the field of workplace bullying research, a frequent gap reported is the lack of research taking the perpetrator perspective (Neall and Tuckey, 2014). Not that we are totally bereft of research in this area (See Jenkins, Winefield, and Sarris, 2011; Jenkins, et al, 2012; Crawshaw, 2005). However, in the context of the wider research community, this body of work remains disproportionately low. Consequently, a fundamental aim of my research is that I wanted to contribute to increasing our knowledge in these under researched areas.

As a qualitative researcher, I am a great advocate of the value of semi-structured interviews (the last newsletter included a great article by Declan Fahie on using in-depth interviews, which I highly recommend). Qualitative interview approaches are not without their critics and certainly research in our field using this approach has to be approached carefully. The issue of self-presentation is particularly important in relation to the target population of alleged perpetrators. Consequently, a personal driver was using qualitative approaches that might go beyond this scope and that did not have a reliance on recollection or self-report disclosures.

With these two factors in mind, this led me to turn to the use of naturalistic data collection which broadly involves collecting data taken from the world and not contrived by the researcher, particularly collecting textual, audio, and video recordings. This approach offers the potential to apply some different analytic approaches that are not typically used in bullying research, e.g. Conversation Analysis (Sacks, 1992), Video Analysis (Health, Hindmarsh and Luff, 2010) and Discursive Psychology (e.g. Edwards and Potter, 1992). A fundamental principle of this work is that it should have the capacity to inform at a practice level.

The analytic approach I adopted for this project was to use Discursive Psychology, which is a form of discourse analysis. There have been previous bullying studies that have adopted discourse analytic approaches (e.g. Liefoghe and Mackenzie Davey, 2010; Lewis, 2003; Lutgen-Sandvik and McDermott, 2008, Dzurec, Kennison, and Albataineh, 2014), however none to date have used this particular analytic lens or drawn upon naturalistic data collection.

What were the advantages and disadvantages of such a study design?

Research employing naturalistic data collection holds several advantages over the most commonly used qualitative research methods employed in workplace psychology. Firstly, the removal of any participant's bias, such as impression management in a traditional sense, which is often seen as a risk in qualitative

methods such as interviews or focus groups. Fundamentally these approaches, therefore, allow us to examine 'the thing that is of interest to us' while not being constrained by the frailties of participant accounts. Secondly, many of the settings where naturalistic data collection relevant to bullying will occur, will involve intervention settings. Consequently, this research direction implicitly prioritises a focus on interventions and real world practices as places to collect data from.

There are two significant disadvantages of taking approaches that rely on naturalistic data collection. Firstly, the difficulty of accessing this form of data is challenging and can be sensitive in many contexts. That is not to say it should be impossible; my current study relies on publically accessible data which is extremely rich, but other directions may be challenging where you are trying to access institutional data. In recent years, studies have been conducted in extremely sensitive settings, as far ranging as police interview settings through to therapeutic sessions. Therefore, it is not beyond possibility to examine workplace bullying in therapeutic settings, disciplinary hearings, or mediation. However the challenges of access and acquiring ethical approval should not be understated.

Secondly, the analytic process which is focused on an interaction level is quite specialised and draws on traditions across a number of disciplines. As such, developing the appropriate skills, knowledge and expertise is quite challenging. An important factor for researchers is being engaged with active analytic groups for peer support, which a number of universities offer, and or as an alternative some online forums have also been recently been created. Developing the analytic competence should not put anyone off; engaging in this form of analysis, and concurrent learning, is extremely rewarding and interesting in its own right.

What would you do differently next time if using naturalistic data collection?

Two potential different directions were considered in the planning. The current study analytic focus was the (alleged) perpetrator and their responses to allegations made against them. An alternative direction could have been to focus on target accounts in real world settings. Largely, the focus I decided to take was allowed a contribution to the research gap that I believed was more pressing, but a target focus is a direction that would be equally valuable in the future. Another consideration for an alternative approach would be my use of readily available, publically accessible, naturalistic data. This has led to a slight magpie approach to data collection. There are some unexpected positives of this approach, for example in presenting at the IAWBH 2017 summer school, attendees came up afterwards and made suggestions of resources I had not considered and this opened up other avenues. However, you also 'become a slave' to what is out there. Alternative approaches are to collect in contexts where greater quantities of this content are

generated, such as formal public hearings and legal contexts (e.g. tribunals) or more sensitive settings (e.g. therapeutic contexts or in mediation). These would have offered another approach to answering the research question. I was extremely mindful that access issues might be problematic and possibly too much of a jump for a first study in this area. These directions are likely routes for future studies, collaborations and grant applications.

How has your research question been answered?

Like all good qualitative research, the main research question has been somewhat answered and it has opened up lots of others research questions. For now, the study has demonstrated a range of discursive strategies that those who are accused of bullying typically employ. The personal project for the accused that these strategies accomplish seems to be managing accountability and fundamentally managing the risk that comes with being identified as a bully. These findings were presented at the IAWBH 2017 summer school, there is a manuscript in preparation, and I also hope to present some of this at IAWBH 2018.

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. Karatuna from Turkey who presented the 3 most influential works in the last newsletter chose Tuija Muhonen from Sweden for this column in the current newsletter.



Tuija Muhonen

Introduction

Thank you Işıl Karatuna for inviting me to contribute to this column. I am professor and director of Centre for Work Life and Evaluation Studies (CTA) at Malmö University, in Southern Sweden. My interest in workplace bullying started many years ago when I began to teach undergraduate students in Work and Organizational Psychology together with my colleague Eva Torkelson at Lund University, Sweden. We used a book by Heinz Leymann (see Work 1, below) as course literature, and we also met him once in Lund when he was giving a seminar about workplace mobbing/bullying. Today Eva's research group is doing research about workplace incivility, whereas I am conducting research on cyberbullying in working life together with Rebecka Cowen Forssell and Sandra Jönsson. Besides other studies related to organisational and social work environment, I have also conducted research on gender harassment among university teachers and researchers.

It is not an easy task to select just three publications as there are a number of works that in different ways have influenced my research in this area during the years. After some serious pondering, I decided upon the publications described below.

Work 1:

Heinz Leymann (1986). *Vuxenmobbing – om psykiskt våld I arbetslivet*. Title in English: *Adult mobbing – on Psychological Violence in the Workplace*. Lund: Studentlitteratur.

Heinz Leyman was a pioneer in the workplace bullying research and this was his first book in this area. He used the term mobbing, inspired by ethological researcher Konrad Lorenz. Even though bullying has

become the most frequently used term since then, Leymann's work continues to be a great source of inspiration. For me this book was valuable thanks to the definition of workplace mobbing/bullying, description of the escalating and systematic bullying process and the different effects for the target. It also opened up for the importance of organizational factors as antecedents for workplace bullying, rather than "blaming the victim" by trying to find faults at the individual level.

Work 2:

Ståle Einarsen, Helge Hoel, Dieter Zapf and Cary Cooper (Eds.). (2011). *Bullying and harassment in the workplace: Developments in theory, research, and practice, 2nd Edition*. Boca Raton: CRC Press.

This book has been a very valuable source during the last years through its' broad coverage of different topics related to workplace bullying in an international perspective. It has served as a handbook when writing applications for funding, authoring research articles and

peer-reviewing manuscripts for publication. The book gives a good overview of work related bullying and harassment through the different authors' empirical, theoretical and practical contributions. It also points to issues yet to be researched in the future.

Work 3:

Leskinen, E. A., Cortina, L. M., & Kabat, D. B. (2011). Gender harassment: Broadening our understanding of sex-based harassment at work. *Law and human behaviour, 35*(1), 25-39.

This paper was very useful for my research on gender harassment as it investigates and distinguishes between sexual harassment, sex-based harassment and gender harassment at work. Gender harassment does not include overt unwanted sexual attention but rather subtle forms such as ridiculing or condescending expressions and behaviour. It is considered as a milder and less serious form of harassment, but studies show that women's' exposure to gender harassment is related to negative professional and personal outcomes. This kind of subtle form of harassment with the aim of disempowering women has even been studied by Liisa Husu (in University settings) and Berit Ås (in general). Further, this paper by Leskinen et al (2011) emphasizes the need for interdisciplinary research, which is something we should engage more in, in the field of workplace bullying and harassment.

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 choose Michelle Tuckey, University of South Australia, Australia

*Thank you very much Tuija Muhonen
for sharing with us the 3 works that influenced you the most*

Bullying and Disability Discrimination

By Ralph Fevre

The reputation of the academic field of workplace bullying and harassment for originality, significance and rigour depends in large part on the existence of a strong and extensive evidence base for the health effects of these forms of ill-treatment. The robustness of this evidence has contributed to the growth of interest in the field around the world and to its spread to other disciplines than occupational psychology, particularly medicine and other clinical disciplines. These disciplines share an assumption that environmental causes (exposure to asbestos dust, exposure to bullying and harassment) can have effects on health. They sometimes suggest that certain individuals (those who smoke, those with particular personality traits) may be particularly vulnerable to these causes. It is not generally suggested that whole classes of people are targeted by the environment for especially high levels of exposure to the causes of ill-health.

It is for this reason that, for a long time, the empirical correlation between bullying and ill-health was almost always interpreted as evidence of the health effects of ill-treatment. However when researchers who were acquainted with the 'social model of disability' began to take an interest in the field, they wondered if causation might also run in the other direction. In the social model the causes of disabled people's problems (e.g. lower

employment rates, lower incomes, less job satisfaction) are sought not in their impairments but in the way society discriminates against them. People with impairments or long-term illnesses are not only disabled by buildings which make it hard for wheelchair users to enter them but also by the way jobs are designed and workplaces are run. Thus a person with multiple sclerosis or cancer may be capable of continuing to do their job providing some adjustment is made to their work or the conditions of their work. This might be as simple as allowing them to keep a hospital appointment without treating their absence as a disciplinary matter. Researchers familiar with this model were more likely to think that some of the evidence of 'health effects' might really be evidence of disability discrimination.

Cross-sectional surveys cannot tell us how much of the correlation between measures of ill-health or impairment and bullying and harassment is caused by health effects and how much is caused by discrimination. However, surveys can be designed to give the latter a better chance of capturing the effects of discrimination. In my own research with Amanda Robinson, Duncan Lewis, Trevor Jones, Theo Nichols, Gillian Prior and Ian Rutherford we maximised the chances of gathering such evidence by (a) representative population sampling; (b) not assuming disability (or health) was the

dependent variable but gathering data on disability and long-standing conditions, and asking questions about ill-treatment in the recent past; (c) including in those long-standing conditions not only an emotional or psychological condition but physical or sensory impairments, learning disabilities and 'other' health conditions. The latter includes problems with heart, blood pressure and circulation; diabetes; stomach, liver, kidney and digestion problems.

Two separate nationally representative surveys were conducted using this methodology and both showed that people with disabilities and long-term health problems were significantly more likely (in both bivariate and multivariate analysis) to experience a range of employment problems including bullying and harassment. Associated case studies confirmed what had already been found in other qualitative studies: employees with disabilities and ill-health were on the receiving end of ill treatment, particularly from managers, including bullying and harassment, from which they were supposed to be protected by anti-discrimination legislation. Indeed, in the UK some of the bullying disabled people experienced occurred when they tried to get their employers to comply with the requirements of this legislation. Another major cause of bullying was the way employers treated disabled employees within their sickness absence procedures. Both of these causes feature in the recent, damning report on the UK by the UN Committee for the Rights of Persons with Disabilities.

There is, however, one respect in which the surveys referenced here did not confirm the assumptions of the social model of disability. Few

of the disabled people who reported ill-treatment thought this had anything to do with their disability or long-term health problem. Discrimination is much harder for an individual employee to detect than it is for a social researcher equipped with a nationally representative sample and multivariate analysis. Yet entertaining the idea that they may have been subject to discrimination is a vital first step to an employee being able to exercise their employment rights, or even to realizing that they are disabled in the way the social model explains. It is for this reason that the Disability Discrimination Quiz (<https://tinyurl.com/y8d5f9rz>) has been developed from the studies of bullying and harassment referenced here. Its purpose is to raise awareness of discrimination by showing employees how much they have in common with other disabled employees when they experience ill-treatment.

References

Fevre, R., Foster, D., Jones, M. and Wass, V. (2016). *Closing Disability Gaps at Work: deficits in evidence and variations in experience*. Cardiff: Cardiff University. <http://orca.cf.ac.uk/96511/>

Fevre, R., Lewis, D., Robinson, A. and Jones, D. 2012. *Trouble at Work*. London: Bloomsbury.

Fevre, R., Nichols, T., Prior, L. and Rutherford, I. 2009. *Fair Treatment at Work Report: Findings from the 2008 Survey, Employment Relations Research Series No. 103*. London: Department of Business, Innovation and Skills, 244 pages.

Fevre, R., Robinson, A., Lewis, D and Jones, T. 'The Ill-treatment of Disabled Employees in British Workplaces', *Work, Employment and Society*, 27(2), 2013: 296-315.



Miwako Wakui

The company case of the toxic culture

By **Miwako Wakui**

Psychotherapist/Trainer/Author

Office Prism LLC.

(info@office-prism.com)

I am the representative of Office Prism, a company that offers specialized services related to organizational mental health and harassment measures. In the IAWBH summer school, I gave a presentation about specific examples of Japan's organizational climate, especially Japan's 'toxic culture' that is one of the factors behind especially suicide-induced by overwork and workplace bullying through a case I represented. The summary is as follows;

Case A: Real estate business

- employees; 90% male; Seniority based; No female managers/executors.
- Working late into the night, on holidays, and illegal overtime is considered a matter-of-course in order to achieve the sales quota.
- While there are many unfruitful meetings, employees aren't allowed to take days off for illness or funerals of family and relatives.
- Employees are often forced to go golfing with their superiors, giving up their holidays, as proof of loyalty.
- Superiors, under the guise of leadership, will yell at their subordinates saying "If you can't bring in results, apologize by dying."

Since organizations and individuals don't suddenly change overnight, I started by first having people understand the current situation and recognize the necessity for change. As part of the whole power harassment prevention measure, the company established a consulting service and placed a harassment consulting representative in each department.

In addition, along with an HR-lead thorough adherence to the Labour Standards Law, efforts toward a diversity measure was started. More so, with the goal of increasing female managers, the use of the Child/family Care Leave System was advanced.

It is important to urge change strategically and with a long-term span in mind by using methods and selecting specialists, etc. that will allow management and managers to listen without resistance. In addition, for the perpetrators--conducting counseling that would urge self change on the part of the perpetrators by engaging with them with acceptance, and for the organizations--through presenting the cases of other companies and the results of organizational investigations, urging management to recognize problems by having them see their company objectively.

New members

At the moment the IAWBH consists of 255 members from all over the world.

A warm welcome to our 29 new members:

- Ahmad, Saima; Monash University, Australia
- Ateyah, Maha; University of Salford, United Kingdom
- Bueno Mendonça, Juliana; Université du Québec à Montréal, Canada
- Bye, Floyd; Toombs Inc., Canada
- Connolly, Ursula School of Law, NUI Galway, Ireland
- Cuellar, Ernestine (Tina); Elsevier, Texas, USA
- Einarsdottir, Anna; The York Management School, University of York, United Kingdom
- Fevre, Ralph; Cardiff University, United Kingdom
- Gamble Blakey, Althea; University of Otago, New Zealand
- Gillespie, Gordon; University of Cincinnati, United States
- Hodgins, Margaret; National University of Ireland Galway, Ireland
- Hogan, Victoria; National University of Ireland Galway, Ireland
- Mancini, Karina Andrea; Allivio Ambiente Laboral Libre De Violencias, Argentina
- Mendonca, Avina; Indian Institute of Management Ahmedabad, India
- Mishra, Nidhi; Indian Institute of Management, Ahmedabad, India
- Mudford, Kate; KLM Consultants, Australia
- Okada, Yasuko; Cuore C Cube Co.,LTD., Japan
- Power, Caroline; Canadian HR Solutions Inc., Canada
- Pursell, Lisa; National University of Ireland Galway, Ireland

- Qadir, Hanna; Travelers, United Kingdom
- Rankin-Horvath, Elizabeth; Hale Health and Safety Solutions Ltd., Canada
- Rodrigues, Míriam; Presbyterian Mackenzie University, Brazil
- Ross, Alison; Australian Nursing and Midwifery Federation (Victoria Branch), Australia
- Teo, Stephen; ECU School of Business and Law, Australia
- Whitelaw, Ben; King's College Hospital, United Kingdom
- Williams Jimenez, Ivan; Universidad Carlos III de Madrid, Spain
- Woodrow, Chris Henley; Business School, University of Reading, United Kingdom
- Zolobczuk, Joseph; YES Institute, United States
- Zragua, Fatma; Université Paris Descartes, France

Please don't forget to join our discussion forum on LinkedIn. If you have a profile on LinkedIn, go to the 'Search field' and search for 'IAWBH'. Then press the 'Ask to join' button.

Upcoming events

Society for Personality and Social Psychology's (SPSP's) 19th Annual Convention

1-3 March 2018

Atlanta, Georgia

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

The 25th International Academy of Management and Business (IAMB) Conference

March 12-14, 2018

San Francisco

<http://iamb.org/conferences/25th-conference-sf/>

The ICOHS 2018: 20th International Conference on Occupational Health and Safety

March 22 - 23, 2018

Singapore

<https://www.waset.org/conference/2018/03/singapore/ICOHS>

32nd International Congress on Occupational Health

29th April – 4th May 2018

Dublin, Ireland

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

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

8th-11th May 2019

Turin, Italy

<http://eawop2019.org/>

5th International Conference on Humanity and Social Sciences (ICHSS 2018)

June 26-28, 2018

Kuala Lumpur, Malaysia

<http://www.ichss.org/>

ICEPASP 2018: 20th International Conference on Applied Social and Educational Psychology
June 28 - 29, 2018

London, United Kingdom

<https://www.waset.org/conference/2018/06/london/ICEPASP>

The 11th Biennial International Association on Workplace Bullying and Harassment (IAWBH)
Conference

5-8 June 2018

Bordeaux, France

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

6th European Association of Work and Organisational Psychology (EAWOP)
Early Career Summer School 2018

2nd – 6th of June 2018

Heraklion, Crete, Greece

<http://www.eawop.org/news/early-career-summer-school-2018-extended-application-deadline>

The International Association for Conflict Management Conference

8 - 11 July 2018

Philadelphia, Pennsylvania, USA

<https://iafcm.org/index.php/2017-conference-philadelphia-pa/>

The 78th Annual Meeting of the Academy of Management

August 10-14, 2018

Chicago, Illinois, USA

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

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 September and December 2017 Bevan Catley selected 65 new publications. They range from:

A

Abdollahzadeh, F., Asghari, E., Ebrahimi, H., Rahmani, A., & Vahidi, M. (2017). How to Prevent Workplace Incivility? Nurses' Perspective. *Iranian Journal of Nursing and Midwifery Research*, 22(2), 157-163.

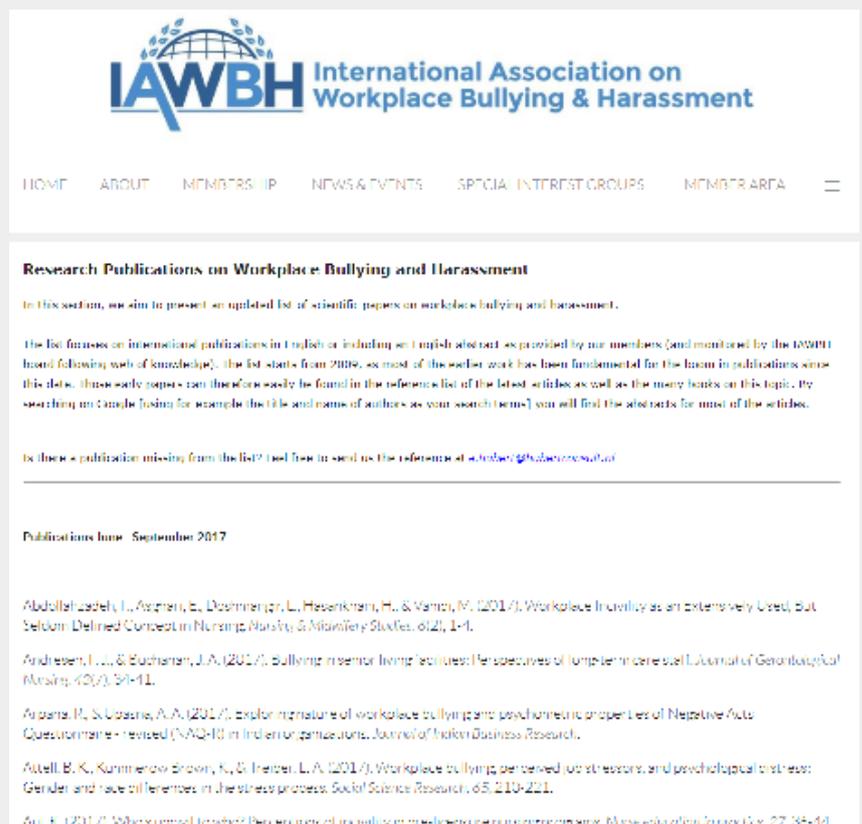
to

Z

Yesilbas, M., & Wan, T. T. H. (2017). The Impact of Mobbing and Job-Related Stress on Burnout and Health-Related Quality of Life: The Case of Turkish Territorial State Representatives. *International Journal of Public Administration*, 40 (12), 1024-1035.

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

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



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 based following web of knowledge). The list starts from 2009, as most of the earlier work has been fundamental for the field in publications since this date. Thus, only papers can therefore easily be found in the reference list of the latest articles as well as the many links on this topic. By searching an article (using for example the title and name of author(s) as your search term) 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 of a paper: info@iawbh.org

Publications from: September 2017

Abdollahzadeh, F., Asghari, E., Ebrahimi, H., Rahmani, A., & Vahidi, M. (2017). Workplace Incivility as an extensively Used, But Seldom Defined Concept in Nursing, Nursing & Midwifery Studies, 6(2), 1-6.

Andresen, I. J., & Buchanan, J. A. (2017). Bullying in senior living facilities: Perspectives of long-term care staff. *Journal of Gerontological Nursing*, 42(7), 39-44.

Arpana, R., & Upasna, A. A. (2017). Exploring nature of workplace bullying and psychometric properties of Negative Affect Questionnaire - Revised (NAQ-R) in Indian organizations. *Journal of Indian Business Research*.

Atwell, B. K., Kummerow Brown, K., & Treiber, L. A. (2017). Workplace bullying perceived job stressors and psychological distress: Gender and race differences in the stress process. *Social Science Research*, 65, 210-221.

Ay, K. (2017). Who's afraid of who? Perceptions of incivility in pre-licensure nursing programs. *Nurse education in practice*, 27, 85-91.

Next newsletter and guidelines



We are delighted that a lot of our members contribute to the IAWBH newsletter. To ensure the quality of contributions, the Board of IAWBH has prepared some guidelines.

If you intend to write a contribution for the newsletter please first check the guidelines at our website: <http://www.iawbh.org/Newsletterguidelines>.

The next IAWBH newsletter will appear in March 2018. 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 March 2018 to:

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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.