



Membership guidelines: Use of the IAWBH name, logo and brand

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Other relevant documents: IAWBH constitution; IAWBH purpose statement

This document has been developed to guide members in the proper use of the Association's name, logo and brand.

The IAWBH is a membership-based association developed 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 Association's members come from a wide range of perspectives, locations, and backgrounds. Members undertake a wide range of activities around the world, including but not limited to: research, advocacy and media commentary, teaching, training, therapeutic and support services, business consultancy services, and related publication and promotion of these activities.

The Association does not evaluate the work of members, develop standards of practice, award certification, nor provide endorsement for any activities, documents, approaches, or models of practice of members or groups of members.

The Association does not comment on specific individuals, organisations or cases of alleged workplace bullying and/or harassment.

Accordingly, when using the name of the Association, care should be taken by members to not indicate nor imply endorsement of any such activities by the IAWBH or entities of the IAWBH (such as Special Interest Groups).

When making public comments, such as media commentary, social media posts or any other form of publication, members should do so in their private capacity using their own name, company or professional role, rather than in the name of the IAWBH and/or its entities.

Members are encouraged to indicate their membership of the Association in their activities and promotional material, for example with a statement to the effect of: "[Name] is a

member of the IAWBH". See the Appendix to this document for examples of appropriate and inappropriate reference to membership in the Association or participation in its activities.

The logo and brand of the IAWBH must not be used without the written permission of the IAWBH board.

Appendix: Examples of appropriate and inappropriate wording for promotion of member activities

Inappropriate wording	Appropriate wording	Comments
<p>“The workshop will use the IAWBH treatment guidelines to...”</p>	<p>The workshop will use the guidelines developed by Author 1 and Author 2 to.....</p> <p>Author 1 is the principal consultant at XXX consultants, and a member of the IAWBH.</p>	<p>This wording is problematic because it implies that the IAWBH has critically assessed, endorsed, evaluated or vetted some treatment guidelines</p> <p>By contrast, biographical information about the developer of the guidelines might note their affiliation and membership in the IAWBH.</p>
<p>“The IAWBH Special Interest Group ‘X’ developed guidelines which will be further explored in the training session”</p>	<p>Authors 1, 2 and 3 developed a methodology which will be further explored during the training session</p> <p>OR</p> <p>While attending Members of the IAWBH Special Interest Group ‘X’ at the 2014 Milan meeting, Authors 1, 2 and 3 developed a discussion paper which will be further explored...</p>	<p>This type of wording is to be avoided because there is an implied endorsement of the guidelines, by the IAWBH through one of its entities (in this case an IAWBH Special Interest Group). Membership and participation in the IAWBH Special Interest Groups is always changing, with new members joining and participating at different times. Indicating that the whole group developed guidelines does not recognize that some members may not have been part of this activity, and may not wish to be associated with this activity. The Association asks its members to take particular care not to imply endorsement by the Association or one of its entities when using the word</p>

		“guidelines”, especially in the context of treatments and interventions.
	<i>[Name]</i> presented his/her research on topic X at a workshop at the recent IAWBH conference in CITY.	This recognizes the authorship of the material, and indicates that the event was organized by the IAWBH (but does not attribute the material to the IAWBH).
	<i>[Name]</i> is a member of the IAWBH and a regular contributor to Special Interest Group X of the IAWBH.	This does not imply endorsement or evaluation of the individual’s work