



Annie Høgh
President of IAWBH

From the President

Dear IAWBH member,

Welcome to the second IAWBH Newsletter of 2013. The Newsletter is expanding and includes some very interesting articles from different members and an interview with one of our members. You can read about a mind-map for victims of bullying and about a special issue on moral and sexual harassment law in the Americas. We have news from the Trade Union in Canada and a call for papers for a new anthology on Healthy Work focusing on workplace bullying. In addition to this please also be aware that we have a call for a host for the 2016 IAWBH conference. We need to prepare already now so that we can present the next location at the 2014 conference in Milan next year. As usual you can also see who joined the association since the last Newsletter. Welcome to all of you. I hope that you will be happy with your memberships.

As you may remember from the general assembly last year our accountant Maarit Vartia suggested that the board meet in person the year between the IAWBH conferences.

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The IAWBH Board meets in Münster

So in May the board met in Münster, Germany in connection with the EAWOP conference. Several of the board members participated in this conference (as you can read in Elfi's summary in this issue), so only a few had to fly in for the meeting. This was a very good opportunity to have more intense and elaborate discussions on different subjects. For instance we decided to set aside some money for 2-3 events during the non-conference year, one of which would be a summer school for doctoral students while others could be workshops/seminars/ meetings on specific themes sometimes linked to SIGs. This will begin in 2015 so you can start thinking about ideas for such meetings. Another thing that needed our attention was getting a new bank for the association where we can get access to our money. This has been very time consuming and bureaucratic with lots of papers needing attention and signatures. So it was very good to be able to do that during the meeting. And Nils, our treasurer, has done a great job getting everything worked out so that we now finally have a bank with internet access and net-banking which can be used by more than one person. This means that we do not have to switch bank every time we get a new treasurer, so we can use our resources for more creative and productive things.

To be discussed at the meeting Adrienne, the Newsletter editor, had set up a list of guidelines for member contributions for the Newsletter and our website which were discussed and agreed upon. You can read those on our website. And we welcome your contributions in the future.

Best wishes,

Annie Hogh
President



Discussions during Board meeting (Pic: Elfi Baillien)

Welcome to IAWBH conference 2014

We would like to inform all members about our next conference in Milan next year and the date for submission of abstracts which is 7th of January 2014. For more information please see the homepage of the conference <http://www.bullying2014.unimi.it>. Please also help us spread the word about the conference to colleagues and friends around the world. Our goal for this conference is 200 researchers and practitioners. We need the help of all our members to achieve this!

***Welcome to the 9th International Conference on
Workplace Bullying and Harassment
"Promoting Dignity and Justice at work"
Milan 17th to the 20th of June 2014***



Pic: University of Milan

Who will host the 2016 IAWBH conference?

The IAWBH are now searching for organizers of the 10th International Conference on Workplace Bullying and Harassment following our very successful conferences in London (2002), Bergen (2004), Dublin (2006), Montreal (2008), Cardiff (2010) and Copenhagen (2012). In 2014 the conference will be held in Milan, 17th to 20th of June.

Our 2016 conference will last three days in May, June or July 2016 and will normally run from Wednesday to Friday, with pre-conference meetings arranged on Tuesday (Special Interests Group and Ph.D-seminar).

Local organisers of the 2016 conference must be a group of researchers and practitioners associated with a University or a research institution.

Are you and your group interested in hosting the 2016 conference, please be in contact with Professor Ståle Einarsen (stale.einarsen@psysp.uib.no). The board will decide on the 2016 conference in due time to the 2014 conference.



Ståle Einarsen

Prepared by Ståle Einarsen
Board member Conference

Bullying @ EAWOP 2013

Elfi Baillien

Over the years, academic research on workplace bullying – also labeled ‘mobbing’ or ‘psychological harassment’- has conquered quite a position in the research fields of, amongst others, sociology, legislation, clinical psychology and work and organizational psychology. This boom of high quality studies has led to exciting contributions of workplace bullying scholars in a range of academic and practitioners’ conferences. As a workplace bullying researcher myself, and a loyal attendee of the congresses organized by the European Association of Work and Organizational Psychology, I was therefore happy to see ‘our field’ was strongly represented in Münster (Germany) as well. With no less than 19 fascinating contributions zooming into workplace bullying, our research was once again put on the map between other established research domains. How proud I was to see we have evolved to even better studies using more complex research designs and analyses to tap into what is actually going on.

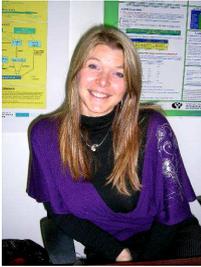
In their symposium on workplace bullying, Guy Notelaers (The Netherlands) and Alfredo Rodriguez-Munoz (Spain) specifically focused on cause-effect relationships between antecedents, bullying and its consequences based on contributions by their own research teams as well as studies presented by our president Annie Høgh (Denmark), Cristian Balducci (Italy) and Kanami Tsuno (Japan). We discussed how organizational policies in times of crisis may impact associations between fear of losing our jobs (‘job insecurity’) and bullying. And we elaborated on how being a target and being a perpetrator of bullying may be intertwined and affected by justice.

Separate oral papers presented in a range of session fueled debates on the role of social identity (Jordi Escartin - Spain), the influence of personality (Jose Maria Leon-Perez - Spain) and the risk of exclusion from working life (Mats Glambek – Norway). We looked into studies that investigated whether targets of bullying are the only victims (Milica Vukelic – Serbia) and which individual, social and organizational consequences could be detected in Poland (Katarzyna Durniat).

A range of well-conducted studies presented in the poster sessions investigated for example whether the relationship between bullying and jobsatisfaction really is linear (Gabriele Giorgi – Italy), whether just world beliefs (Hatem Öcel – Turkey) or basic need satisfaction (Sarah-Geneviève Trépanier – Canada) may impact on how bullying is translated in negative outcomes and whether hierarchy and relationships could play a role in bullying (Premilla D’Cruz – India). Work of Iselin Reknes and colleagues (Norway) even received a nomination for the best poster award!

So yes, we were yet again well-represented at one of the most significant conferences in the field of work and organizational psychology. Our studies are improving year by year. Our results further insight of what is actually going on, attesting to experiences from the practitioners’ side and building the bridge between theory and application. I am more than glad to be a part of this experience. Let’s keep up the good work!

Literature update



Elfi Baillien,

Elfi Baillien has prepared for us a literature update for 2013. The complete publication list can be found at our website: <http://www.iawbh.org/lit>.

We kindly ask our members to complete the list with published work regarding workplace bullying and harassment. Your suggestions will be published in our next newsletter. Please send your suggestions to: Elfi Baillien, elfi.baillien@hubrussel.be

Latest publications

Carter M, Thompson N, Crampton P, Morrow G, Burford B, Gray C, et al. (2013) Workplace bullying in the UK NHS: a questionnaire and interview study on prevalence, impact and barriers to reporting. *BMJ Open* 3(6) e002628 doi:10.1136/bmjopen-2013-002628

Link to article: <http://bmjopen.bmj.com/content/3/6/e002628.full?sid=c0490879-49bd-4787-86b6-9d050fe86f55>

Clausen, T., Høgh, A., Carneiro, I.G., et al. (2013). Does psychological well-being mediate the association between experiences of acts of offensive behavior and turnover among care workers? A longitudinal analysis. *Journal of Advanced Nursing*, 69, 1301 – 1313.

Escartin, J., Ullrich, J., Zapf, D. et al. (2013). Individual- and group-level effects of social identification on workplace bullying. *European Journal of Work and Organizational Psychology*, 22, 182-193.

Galanaki, E., & Papalexandris, N. (2013). Measuring workplace bullying in organisations. *International Journal of Human Resource Management*, 24, 2107-2130.

Gamian-Wilk, M. (2013). Does bullying increase compliance? *Social Influence*, 8, 131-148.

Hansen, A. M., Høgh, A., Garde, A. H., & Persson, R. (2013). Workplace bullying and sleep difficulties: a 2-year follow-up study. *International Archives of Occupational and Environmental Health*. DOI 10.1007/s00420-013-0860-2.

Hutchinson, M. (2013). Bullying as workgroup manipulation: a model for understanding patterns of victimization and contagion within the workgroup. *Journal of Nursing Management*, 21, 563 – 571.

Hutchinson, M., & Hurley, J. (2013). Exploring leadership capability and emotional intelligence as moderators of workplace bullying. *Journal of Nursing Management*, 21, 553-562.

Hutchinson, M., Jackson, D., Haigh, C., et al (2013). Editorial: Five years of scholarship on violence, bullying and aggression towards nurses in the workplace: what have we learned? *Journal of Clinical Nursing*, 22, 903-905.

Linton, D. K., & Power, J. L. (2013). The personality traits of workplace bullies are often shared by their victims: Is there a dark side to victims? *Personality and Individual Differences*, 54, 738-743.

Nielsen, M. B. (2013). Bullying in work groups: The impact of leadership. *Scandinavian Journal of Psychology*, 54, 127-136.

Power, J. L., Brotheridge, C. M., Blenkinsopp, J., et al. (2013). Acceptability of workplace bullying: A comparative study on six continents. *Journal of Business Research*, 66, 374-380.

Read, E., & Laschinger, H. K. (2013). Correlates of New Graduate Nurses' Experiences of Workplace Mistreatment. *Journal of Nursing Administration*, 43, 221-228.

Samnani, A-K. (2013). The Early Stages of Workplace Bullying and How It Becomes Prolonged: The Role of Culture in Predicting Target Responses. *Journal of Business Ethics*, 113, 119-132.

Trepanier, S.-G., Fernet, C., & Austin, S. (2013). Workplace bullying and psychological health at work: The mediating role of satisfaction of needs for autonomy, competence and relatedness. *Work and Stress*, 27, 123-140.

Turi, S. K., & Ziemba-Davis, M. (2013). Bullying in the Workplace of Nurses. *Clinical Nurse Specialist*, 27, E5-E5.

Van de Vliert, E., Einarsen, S., & Nielsen, M. B. (2013). Are national levels of employee harassment cultural covariations of climato-economic conditions?. *Work & Stress*. 27(1), 106-122.

Workplace aggression and bullying at the cross-roads Special issue Journal of Managerial Psychology

This two-part Special Issue features ten papers that consider the process of workplace aggression and bullying.

Volume 28 issue 3: 2013, Start page: p235
Special Issue: Workplace aggression and bullying at the cross-roads: state of the art in theory and research
Guest editor(s): Raymond T. Lee and Céleste M. Brotheridge

Guest editorial: Workplace aggression/bullying at the cross-roads: introduction to the Special Issue.
Raymond T. Lee, Celeste M. Brotheridge.

- *Workplace bullying as a gendered phenomenon*
Denise Salin, Helge Hoel (pp. 235 - 251).
- *An attributional perspective of aggression in organizations*
Jeremy R. Brees, Jeremy Mackey, Mark J. Martinko (pp. 252 - 272).
- *Political skill and the job performance of bullies*
Darren C. Treadway, Brooke A. Shaughnessy, Jacob W. Breland, Jun Yang, Maiyuwai Reeves (pp. 273 - 289).
- *"Is this bullying?" Understanding target and witness reactions*
Al-Karim Samnani (pp. 290 - 305).
- *Workplace bullying after whistleblowing: future research and implications*
Brita Bjørkelo (pp. 306 - 323).

To download abstracts; Click here:

<http://www.emeraldinsight.com/journals.htm?issn=0268-3946&volume=28&issue=3>

Volume 28 issue 4: 2013, Start page: p333
Special Issue: Workplace aggression and bullying at the cross-roads: state of the art in theory and research. Part two: moderators and outcomes
Guest editor(s): Raymond T. Lee and Celeste M. Brotheridge

Guest editorial: Workplace aggression/bullying at the cross-roads: implications and recommendations.
Raymond T. Lee, Celeste M. Brotheridge.

- *Gender differences in personality predictors of counterproductive behavior*
Erik Gonzalez-Mulé, David S. DeGeest, Christa E. Kiersch, Michael K. Mount (pp. 333 - 353).
- *Social undermining and well-being: the role of communal orientation*
C. Gail Hepburn, Janelle R. Enns (pp. 354 - 366).
- *Bullying and risk-perception as health hazards on oil rigs*
Morten Birkeland Nielsen, Lars Glasø, Stig Berge Matthiesen, Jarle Eid, Ståle Einarsen (pp. 367 - 383).
- *Neutralizing workplace bullying: the buffering effects of contextual factors*
Helena Cooper-Thomas, Dianne Gardner, Michael O'Driscoll, Bevan Catley, Tim Bentley, Linda Trenberth (pp. 384 - 407).
- *Virtual harassment: media characteristics' role in psychological health*
Dianne P. Ford (pp. 408 - 428).

To download abstracts; Click here:

<http://www.emeraldinsight.com/journals.htm?issn=0268-3946&volume=28&issue=4>

We thank Sabrina Deutsch Salamon (York University, Toronto, Canada) for mentioning these special issues of the Journal of Managerial Psychology to us.

Moral and Sexual Harassment Law in the Americas (Special Issue)

Lidia Casas Becerra & Katherine Lippel, Guest Editors. Special issue on moral and sexual harassment law in the Americas: *Revista Estudios Laborales de la Sociedad Chilena de Derecho del Trabajo y Seguridad Social, 2012 (7) Revista Estudios Laborales 1-233* [Spanish].

This special issue of a Chilean journal of labor law features articles on the law governing moral harassment in Chile, Colombia, Brazil, and Québec, in addition to an examination of sexual harassment law in Chile, Uruguay, and Peru. In an introductory overview, guest editors Katherine Lippel and Lidia Casas Becerra connect these articles to a previous special publication on the law of workplace bullying, edited by Katherine Lippel: *The Law of Workplace Bullying* (2010) 32 (1) *Comparative Labor Law and Policy Journal* 1-302, examining legislation in Australia, Spain, France, Québec, Sweden, the United States, Germany, and Chile.

This special issue is a valuable contribution in that it brings scholarly research on violence in the workplace in the Americas to a readership of Spanish-language practitioners and scholars.

Featured articles help reveal similarities and differences in regulatory treatment of psychological and sexual harassment in the countries under review. In reviewing Chile's 2012 Moral Harassment Act, Caamaño

values the naming of mobbing in the law but is critical of how it was done. He grounds his unfavourable assessment in the fact that legislation trailed the doctrinal and case law developments that anchored remedies in the protection of workers' fundamental rights. The law was a throwback, he notes, that went back to traditional labour law protection and restricted protections emerging through adjudication. Andrés López examines case law on constructive dismissal before enactment of the Harassment Act, and concludes that the legislation does not overcome evidential barriers. With Caamaño, he notes that writs for protection of fundamental rights in the workplace, as a special remedy in the Labour Code, fare better than wrongful or constructive dismissal remedies available in moral harassment cases.

Rachel Cox analyses the effects of psychological harassment legislation in Québec on prevention, noting that the decisions on complaints and grievances represent a small proportion of harassment cases. In addition, many clear-cut harassment cases are settled before a hearing takes place.

Members corner

Analysis of the case law thus reflects only one aspect of the broader impact of psychological harassment legislation in Québec, and decisions on merit are not necessarily representative of all claims. When a harassed worker is forced to litigate to defend his/her right to a work environment free from psychological harassment, recourse can be long and complex, and the result is unpredictable.

In a similar vein, Laura Porras' article on Colombia values the fact that legislation prohibits moral harassment, but is unenthusiastic about the effectiveness of available remedies. She compares cases based on labour law and the Constitution, concluding that the latter have proven more effective in protecting workers.

Writing about Brazil, Julia da Paixão describes the fragmented normative framework governing moral harassment through an assessment of legislation and case law. She argues that municipal, federal and national regulations prevent comprehensive treatment and understanding of psychological harassment. She also reports on the scope of protection afforded workers by labour courts vis-à-vis constitutional remedies.

The articles of Casas, Fernández and Mangarelli examine sexual harassment law. The first two look at labor law and examine the role that target testimony plays in the out-

come of a complaint. Casas examines Chilean complaints filed with administrative bodies created under a 2005 law, finding that most targets get no protection and lose their jobs because of the complaint, and that harassment is often not corroborated as a result. Fernandez's article examines a sexual harassment case brought against the President of a Lima, Peru Appellate Court, adjudicated by a judicial disciplinary board. In examining the evidentiary rules, she notes that the main evidence - the testimony of the complainants, two secretaries - was upheld by the board. Mangarelli examines the sexual harassment law in Uruguay, where there is no comprehensive labour code. Worth noting is the protection granted in the legislation to complainants and witnesses, who cannot be dismissed within six months of filing a complaint — a degree of security not available to targets in Peru or Chile.

This collection of articles lays bare the panoply of barriers workers face, often related to remedies rather than to definitions or conceptualizations of moral or sexual harassment. Naming is important, but legislation must ensure that remedies are appropriate and foster prevention, not just reparation.

**Prepared by Katherine Lippel,
University of Ottawa, Canada**



Call for Papers for new Workplace Bullying/ Healthy Workplace Anthology

Patricia Berkly LLC

Patricia Berkly LLC is a recognized healthy workplace advocate which conducts research and training to assist in developing a healthy workplace. This is a call for papers as we develop our next publication regarding workplace bullying. The focus may be in any work sector, domestic or international that addresses the theme of workplace bullying, causes, solutions or interventions. All submissions are subject to a peer review prior to acceptance to the anthology, as detailed below. If accepted, the author would sign a release and receive a compensation (see the website below for the details) for his or her manuscript. All costs for publication, distribution and publicity will be that of Patricia Berkly LLC. All successful authors will receive three (3) copies of the completed anthology with slated target date of spring, 2014.

Please submit your papers as email attachments in MSWord 2007/2010 APA format. Times New Roman 12pt double spaced, Department name, affiliation and address of the author typed under the author's names. Running head should be used with only author(s) name appearing only on cover page. Submissions should be publishable quality with proper APA formatting, grammar and structure. Scholarly and academic tone is mandatory. All work must be the original writing of the author. Authors are required to disclose if their submission was previously published.

The text of the abstract should not exceed 300 words. The body of the paper should be 12-15 pages, in addition to the inclusion of references. All work must be submitted in English. Manuscripts up to 20 pages will be considered

For more information visit: <http://www.diversitytrainingconsultants.com/call-for-papers/>

The initial review process will take 4-6 weeks. Authors will be advised of decision regarding submission.

Word file Submission to equity1@patriciaberkeley.com.

Subject Line: WORKPLACE BULLYING PAPER SUBMISSION

Final date for initial submission Aug 15, 2013.

News from Trade Union in Canada

Several events have happened since the last update in November 2012. Notably Susan Coldwell and several other participants at the Copenhagen conference were invited to Japan in February to participate in the Japan Institute for labour Policy and Training Symposium in February. This required writing a country paper on workplace bullying legislation in Canada.

At the same time, January 2013, Canada became the first country to adopt a **National Standard** focused on promoting employees' psychological health and preventing psychological harm at work. This National Standard was the work of the Canadian Standards Association and the Canadian Mental Health Association. This new information influenced the presentation to the symposium and a copy of the paper may be obtained by emailing scoldwell@nsgeu.ca.

We are eager to see how legislators and policy makers incorporate these standards and the impact on workplaces. Keen interest continues to be expressed from other provinces on the work being done by the Nova Scotia Government and General Employees Union (NSGEU) in the field of workplace bullying, especially in view of the new national standards.

While in Japan I was asked to make a presentation to Ua Zensen, Japan's largest union representing 1.4 million members. We were happy to make our program format and materials available to this group.

In February we launched the Working Toward Bully-Free Workplaces Program in Newfoundland and Labrador through the Atlantic Safety Centre. With a strong reputation for



Joan Jessome, Nova Scotia Government and General Employees Union (NSGEU) President (front), and Susan Coldwell, Program Coordinator

promoting physical health and safety they were keen to embrace and promote the guidelines of the national standards.

The Union of Public Sector Employees of Prince Edward Island (UPSE/PEI) in partnership with the provinces Public Service Commission has also adopted the NSGEU program through delivery of the Train-the Trainer Program. We continue to evaluate the program with ongoing research available to us to ensure program content and materials remain current and relevant.

As an alternative intervention strategy to tougher sanctions and punishment, the NSGEU is promoting restorative workplace practices as a strategy to repair the harm which occurs in work settings with high incivility and bullying behaviour.

Prepared by: Susan J. Coldwell
(scoldwell@nsgeu.ca)

Coordinator, Bully Free Workplace Program (NSGEU) Dartmouth, NS, Canada

Mindmap for victims of bullying

"Back to RESPECT"

by Barbara Lindberg

I have recently been a target of workplace bullying, which lasted over two years. I survived. Despite my experience and education (medical doctor, psychotherapist/coach and business person) I was in denial way too long. I lacked information and didn't actually dare to search for it in the first few months, subconsciously avoiding to confirm my growing fears.

By the time the signs were undeniable, I was already deep in the darkness:

1. I had lost my self-confidence
2. I had serious sleep deprivation and consequently, I was getting increasingly tired and incapacitated to perform even easiest of everyday tasks, both at work and home
3. I started doubting myself, my own skills and my observations at the workplace
4. I started losing trust in my organization, including my boss and HR
5. I didn't know what to expect and particularly challenging was not knowing how and when this madness would end
6. While looking for help in the Internet, I found the information on websites confusing. I couldn't concentrate, but I couldn't determine, whether I simply couldn't think clearly or if the websites weren't actually serving my needs
7. I felt hopeless, helpless and confused facing a seemingly impossible situation of undefined duration

8. My workplace situation started effecting my personal relationships negatively

9. My physical health deteriorated: I gained weight, got several infections and severe back problems

10. I started having self-destructive thoughts

The destructive impact of workplace bullying was not limited only to me. My family was under enormous stress. My colleagues at work knew what was going on, but were far too scared to act. Having personally survived bullying at work place, me and my husband Mauri, want to contribute in helping others in similarly desperate situation. I am convinced that practical guidelines with clear instructions on what to do, when and how, are very much needed. I also believe that IAWBH is the most appropriate organization to verify and publish practical guidelines/map for bullying targets at the workplace.

We created a mindmap called "BACK TO RESPECT" emphasizing possibility of recovering".

Members corner

"BACK TO RESPECT" map is for the people who feel lost in the middle of bullying turmoil. It is a tool to find hope and regain control fast. It helps targets of workplace bullying to plan, set goals and move forward. It is not an ultimate guide. There will be differences among countries and individuals.

RESPECT is an acronym for:

- **Recognize** the situation, verify if you really are being bullied
- **Evidence** know what evidence is relevant and how collect it systematically
- **Support** get support, know who and how to engage
- **Plan** set goals and strategy, decide time-frame when bullying will end
- **Educate** yourself and your closest ones
- **Control** your public image, control the story
- **Tackle** implement your strategy, launch your actions

"BACK TO RESPECT" map is not a ready-made „product“. For example links to pages containing more information, like list of lawyers or supporting organizations per country

need to be added.

It is an invitation and platform for a discussion for you, as I believe IAWBH is doing a fantastic job as an umbrella organization in collecting data and maintaining rigorous scientific control in order to ensure high reliability and relevance.

As a result, I would love to see a set of actions (recommended by IAWBH) presented so clearly, that in the middle of the night, when anxiety attacks the most, a bullying target could find hope and feel empowered to regain control.

Standardized (preferably centralized) evidence collection could open valuable resource for researchers. Eventually we could replace workplace bullying with something more constructive, like creativity and innovation.

Link to "BACK TO RESPECT" map:

<http://www.iawbh.org/resources/Documents/Membercontributions.mindmap.pdf>

to the Please comment, challenge and change.



2013, Barbara Lindberg

Who is....?

In this column members of IAWBH may present themselves in a snow-balling 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.

*Miwako Wakui from Japan who presented herself in the last newsletter chose **Eva Jorendal** from Sweden as the member to be interviewed in this newsletter.*



Eva Jorendal

Tell us something about yourself

I live in a small town in the middle of Sweden by the coast, Härrösand. I'm interested in issues regarding environment and society. I live with my parents who are retired and work for non profit all the time.

How did you become interested in workplace bullying?

My profession is as a teacher in upper secondary school, and I worked as such for about 10 years. During that time I was bullied because I didn't want to see my students as customers. I didn't accept that they could be absent most of the time and just turn in their exercises. I couldn't be sure that they had done them by themselves.

In recent years the public sector in Sweden has been opened for risk capitalists to make profits in, and put the money in tax paradises. From being a country governed by social democrats such as Olof Palme our country has become the most liberal country in the world, when it comes to making profit in the public sector.

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

In 1969 the physician Peter Paul Heinemann introduced the term "mobbing" in Sweden. He wrote about the word in the magazine Liberal debatt which had a theme about apartheid. Heinemann meant that apartheid wasn't a political system, but rather an attitude that built on segregation and alienation.

In the same article Heinemann gave a lot of examples on mobbing among children, when many children target a lonely child. He was inspired by a book, by the ethologist Konrad Lorenz, about aggressions from 1967. In the book Konrad described how different species of birds in groups could attack individuals of another species, which he called mobbing from the English word mob. The flock behaviour had interested sociopsychologists since the late 19th century.

In the eighties Heinz Leymann started research on workplace bullying or workplace mobbing as he called it. Workplace bullying is prohibited by the Victimization Ordinance of the Work Environment Authority, but nobody has ever been punished for not following it.



What can you tell us about your work?

I'm in the board of The Association STOPP - against Victimization at Work as the convener in legal issues. Our association was established in May 2005.

Our mission is :

- To influence policy makers and legislation relating to victimization in the workplace
- To influence the public opinion
- To support, help and strengthen those who have been victimized in the workplace.

The association operates on a voluntary basis and is politically and religiously independent.

We arrange meetings for members on different topics regarding victimization in workplaces and write a member magazine. In Stockholm we have a self-help group for people who have been targets of victimization at work. We have telephone numbers for people who need to talk to somebody about this. We are making proposals for improved legislation and policy in the field. We are making ourselves heard in media and are answering the Swedish Government Official Reports, in the field, circulating for comments. We have a Facebook page and a web site, with the address <http://foreningenstopp.se>. We try to have time to accompany victims to meetings and to the court and more.

As I have mentioned we have contacts with researchers, psychologists, journalists and bureaus in the field.

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

We are trying to get a prohibition directly in the criminal code, as in France, to make sure finally somebody gets punished for breaking the rules. Just now there is a process going on against bosses of a social welfare officer who committed

suicide. We'll see if the courts will find that bullying was the cause of the suicide.

The previous member that participated in the 'Who is... column', Miwako Wakui, has the following question for you: "What do you care about when you listen to victims' talk?"

My main task in the Association is to convene the board to meetings on legal issues. Our telephone numbers, for people who need to talk to somebody about workplace bullying, are answered mainly by other board members. But I get some calls too. Then I try to take time to really listen for a long while, before I say something myself. After that I can give them some advices because I actually won my own case, about wrongful dismissal, in the court and got damages.

Who is the member you pick from the membership list for the 'Who is...? column' in the next newsletter?

I choose Katherine Lippel from Canada.

What is your question for that member?

My question for Katherine Lippel: Which country do you think has the best legislation against bullying at work and why?

Thank you very much for taking part in this interview!

Adrienne Hubert (editor)



New Members

We welcome the 12 new members to our association:

- Lisa Barrow, Brock University, Canada
- Kristin Buhaug, Haukeland University hospital, Norway
- Kirsty Connell, www.pique.co.nz, New Zealand
- Andrew Grant, PPC Worldwide, Australia
- Margaret Hodgins, National University of Ireland, Ireland
- Leah Hollis, Patricia Berkly LLC, United States
- Philippa Reed, Auckland Council, New Zealand
- Naomi Rossthorn
- PPC Worldwide, Australia
- Roz Smart, The Office for the Anti-Discrimination Commissioner, Australia
- Angelo Soares, Université du Québec à Montréal, Canada
- Barry Winbolt, Barry Winbolt, United Kingdom

IAWBH consists of 162 members from all over the world. For more information visit our member directory: <http://www.iawbh.org/members>

Papers, books, and book chapters and events?

One aim of the International Association of Workplace Bullying and Harassment is to keep members informed regarding intriguing scientific papers, interesting books and book chapters and upcoming events. This information can all be picked up in the member area of the website (www.iawbh.org), and is coordinated by Elfi Baillien. Latest contributions to the list are also shared in this newsletter.

The content of these lists are however provided by our members! Have you picked up a good book or book chapter regarding workplace bullying and harassment? Have you published an innovative paper? Or have you heard about an upcoming event? Please share this information with Elfi (Elfi.Baillien@hubrussel.be) and she will add it to the list on the web and to the next newsletter. Thank you very much!

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 at the Münster Board Meeting in May.

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 October 2013. 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 great deal of our members.

Please send your contribution for the newsletter before **the 24th of September 2013** to:

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