

From the President



Premilla D'Cruz
President of IAWBH

Dear IAWBH member

Welcome to another exciting issue of the IAWBH newsletter, put together so wonderfully by Adrienne Hubert. It was great to meet many of you during our biennial conference in Auckland and to welcome new members into our community. As you will agree, Auckland was a stimulating and well-organized conference that all of us gained much from – and many thanks to Bevan Catley and his team for this.

The book of the Auckland conference proceedings is now on the IAWBH website and can be downloaded from:

www.iawbh.org/Past_conf.

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International Association on Workplace Bullying and Harassment

The Board has decided on its various roles. We have Shayne Mathieson as Secretary and Nils Mageroy remains Treasurer. Adrienne Hubert continues with the Communications role, looking after the newsletter, website and LinkedIn groups. Elfi Baillien retains the literature and events database as well as summer school portfolios, with the additional responsibility of the 2018 pre-conference PhD seminar. Maryam Omari is investigating the possibilities offered by the technology platform of the current IAWBH website, with the purpose of exploring the additional information/services that can be developed here. Carlo Caponecchia looks after the Special Interest Groups (SIGs). The conference role is being handled by me along with former President Annie Hogh. Please do get in touch with us for any information, feedback, queries, etc. If you are interested in bidding to host our 2020 conference, do write to me and Annie.

The newsletter has varied contents. The IAWBH biennial report 2014-2016 and the IAWBH letter to the ICD committee, earlier shared during the 2016 General Assembly in Auckland, are presented along with the literature and event update. Pictures and a personal overview of the Auckland conference along with a report of the pre-conference and post-conference meetings of the Therapists' SIG follow. An invitation to a memorial lecture and calls for research participation and paper submission as well as our regular features (The 3 most influential works and Who is?) make up the rest of this issue. I am sure you will enjoy reading the newsletter as much as I have. On behalf of the Board and of Adrienne, I invite you contribute pieces to forthcoming issues – we have much to learn from each other.

Our Bordeaux conference (5-8 June 2018) is about two years away but time will fly quickly – so I hope you have blocked your diaries and are making plans to participate. It would be lovely to meet again, renew our ties, exchange ideas and build collaborations and friendships. The groundwork for the conference is well underway and Marie-France Hirigoyen and Loic Lerouge should have the website, with the relevant details, up within the next few months.

I take this opportunity to thank each of you for being a part of the IAWBH and for making it a vibrant community of academics and practitioners. The Board is keen to welcome more scholars and practitioners who are interested in the field of workplace bullying, harassment and other negative acts as IAWBH members and I hope you will spread the word around to your networks, encouraging them to join us.

Best wishes,

Premilla D'Cruz
President



**INTERNATIONAL ASSOCIATION ON
WORKPLACE BULLYING AND HARASSMENT
BIENNIAL REPORT June 2014 - April 2016**

INTRODUCTION

The Montreal Conference in 2008 established the International Association on Workplace Bullying and Harassment and elections have been undertaken three times since then. Together with the board members, as President, I now report on activities of your Board in the two years since the Milan conference in 2014.

According to the constitution of the Association all Board members must be employed, and so their work for the IAWBH is voluntary, and fits around paid jobs. A big thank you to all Board members for their diligent services these last two years. We have had 12 Skype meetings in the period, a short meeting right after the Milan conference, two half-day face-to-face meeting in May 2015 in relation to the EAWOP conference in Oslo, Norway, and we are also having a full day meeting just before the conference in Auckland. Having these face-to-face meetings in connection with conferences keep the costs down since several of the board members attend these conferences and are paid for by their workplaces. At these meetings we have been able to have more in-depth discussions about the IAWBH, new ideas and initiatives as well as the future of the association – so thank you to Marit Vartia from the audit committee for suggesting this at the General Assembly in 2012.

All Board members undertake a co-ordinating role: Premilla D’Cruz has been an excellent Secretary, always providing fast and accurate minutes, keeping an archive of all IAWBH documents, as well as readying documents for the biennial governance audit. Nils Magerøy has been a competent Treasurer who needs praise for his diligent work on maintaining the new bank and Paypal accounts as well as for the work involved in closing the British bank account and the transfer of the money to the Norwegian bank account. The other board members have also done excellent work in their roles: Shayne Mathieson who have been in charge of the SIG groups, Ståle Einarsen being in charge of our conferences, Adrienne Hubert being editor of the Newsletter, website and LinkedIn groups and Elfi Baillien who has been heading the Association’s literature database and news about upcoming events alongside the Summer School. Denise Salin, our reserve member, stepped in from September 2014 to June 2015 to substitute Elfi and contributed to the literature and events database, with the Summer School role being handled by Premilla during this time. Annie Høgh has among other things been chair of the meetings as well as helping the other board members with their task when needed (more about these roles below).

The IAWBH is registered in the Norwegian ‘Brønnøysundregistrene’.

1. Communication

Our communication with the members happens along our website, our LinkedIn groups and the newsletter. These fall under the responsibility of Adrienne Hubert who also represents practitioners on the board.

The website runs with the help of Christoph Seydl, our volunteer webmaster. Thank you Christoph! The member forums on the IAWBH website have hardly been used. Another way for our members to communicate with each other is the IAWBH LinkedIn group. 96 members joined the IAWBH LinkedIn group so far. More than 30 discussions were started over the past two years. Some of them were receiving a lot of reactions from members. Our quarterly Newsletters, has further developed during the past two years. A new column ("The 3 most influential works...?") where IAWBH members may present the three works that influenced them the most has been introduced. The Board is delighted that members contribute to the newsletter enthusiastically.

Adrienne Hubert has done an excellent job in further developing our ways of communication. New ideas are always welcome!

2. Special Interest Groups

The SIGs have been led very well by Shayne Mathieson; she represents SIGs' and practitioners' views at Board meetings. The last 2 conferences have given SIG members time together, and the membership responded with a wholehearted request for more! This will be achieved for us in Auckland with pre-conference SIG meetings, some have full day meetings, others have asked for half a day or for a few hours. The University has been very flexible in allowing us space for these activities.

The period between conferences has seen limited activity in SIGs through their web links and LinkedIn with the exception of the Therapeutic SIG. We would like to get more input from the members on this issue. Is there anything else that the SIGs could be enabled to do between conferences, or are members satisfied with the contact that they have made individually and with coming together at conferences? If you have any strong views on this, we would welcome your input.

3. Events, Literature Database and Summer School

As mentioned above Elfi Baillien and Denise Salin have done a great job in creating and maintaining a database / list of recent literature on workplace bullying and harassment. They kept an eye out for conferences and other events that might be of interest to our members. In addition, Elfi has been in charge of developing the concept of a new IAWBH initiative in the form of a summer school to be subsidised by the IAWBH. The process was implemented by Premilla during Elfi's leave period. This initiative has turned out to be really effective with the first Summer School organised very well by Pat Ferris. We are looking forward to receiving applications for the 2017 Summer School. All these initiatives benefit highly from our members' contributions. Thank you for sending in your publications, detected papers and events! We would love to continue in this track, and look forward to even more input and comments from our members.

4. Biennial Conference

The IAWBH conference is a pivotal event for us, and has been co-ordinated on behalf of the Board by Staale Einarsen. Staale has worked well with the organisers of the Auckland conference supported also by board member Shayne Mathieson from New Zealand. As a central part of the conference a one-day seminar for PhD students will be held on Tuesday the 19th of April in Auckland. The PhD seminar will be hosted by Staale Einarsen and Dr. Nickola Djurkovic from Australia who have kindly volunteered to co-host the seminar. The IAWBH pays for refreshments and a light luncheon.

Staale also obtained and vetted bids for the next conference in 2018, presented the bids for the board members who have made their unanimous decision - to be announced at the Biennial General Assembly in Auckland. Any research-based organisation can run this conference as long as travel links can meet the needs of world-wide attendees. We have however also been looking for a larger group of researchers at one institution or at collaborating institutions with a track record of bullying research and with experiences in hosting conferences. In addition, there should be a certain "home marked" for the conference and the chosen conference venues should over time reflect the true international nature of our association.

Auckland is an expensive place and a far-away destination for many of the members of the association, and while the conference is designed to run close to breakeven, local prices mean the Board is concerned to help members attend. In line with the earlier conferences we have chosen a pricing structure that was advantageous to all members, by spending a proportion of membership fees subsidising attendance at the conference. Logistically it is only after the conference that we will be able to 'balance the books', but only part of the fees have gone to the conference.

5. Treasury

The Treasurer during this period has been Nils Magerøy. As in 2014 the IAWBH holds a financial surplus and the financial situation is good because of faithfully paying members, limited spending and there was no need for subsidizing the conference in Milan. Our bank accounts are in a Norwegian bank (DNB) with the possibility of e-banking, and our PayPal account is linked up with DNB. The advantages of the new accounts are that more than one board member may have access to the accounts and that a change of Treasurer does not require new solutions as long as the Treasurer comes from the European Economic Zone.

We have had two accounts being closed down since the last GA. The last transfer to the DNB from the old PayPal account was done March 15th 2014 and the account was closed down December 2nd 2014. In February 2016 the money from the British account linked to the old PayPal account was transferred to the DNB and the account was closed February 10th.

Christoph Seydl has been instrumental when members have had problems paying their membership. He has also kept the membership list updated according to payment. Furthermore, he has audited our financial transactions. Thank you Chris!

We spent most money linked to open access of the article: 'Post-traumatic stress disorder as a consequence of bullying at work and at school. A literature review and meta-analysis'. Travel expenses for the Board meeting 2015 in Oslo and subsidizing the summer school in Calgary August 2015 Have also been covered by the IAWBH. Other expenses have been paying for our software, web address and accountancy. The IAWBH is able to subsidise members attending the conference as we have sufficient funds to meet the small contracted outgoings and subsidising the upcoming summer school.

6. Elections

Roelie Mulder and Eva Gemzoe Mikkelsen ran our elections very efficiently providing a fair system for you all. A time consuming job and we thank them very much. Annie Hogh acted as liaison between the election committee and the board and helped the committee with information and practicalities.

7. E-archives

The e-archives up to 2014 are housed on the board area of the website. This database contains all important IAWBH documents such as the Constitution, conference call and protocol guidelines, summer school call and protocol guidelines, newsletter publication guidelines, SIG formation and its related issues, etc., as well as all Board meeting minutes, making these available for future reference as required by subsequent Boards, governance committees and members. The e-archives prove to be an important database that the board consults periodically to facilitate the smooth functioning of the association. Premilla, in her capacity as Secretary, works on the e-archives, updating them continuously in biennial blocks with some help from Nils (Treasurer) and Annie (President).

8. Actions from the GA 2014

a. Regarding the matter on bullying as a precursor of PTSD - continued

The research group comprising Professors Tone Tangen, Stig Berge Matthiesen and Morten Birkeland Nielsen, Associate Professor Thormod Idsø and Nils Magerøy have finished their work on studying scientifically published literature on workplace bullying/harassment and Post-Traumatic Stress Disorder (PTSD) or PTSD symptoms. A scientific paper has been published online as an open access article in the journal *Aggression and Violent Behavior* in 2015. The research group's conclusions are in line with the preliminary conclusions presented to the GA in Copenhagen. Although there is evidence for an association between bullying and PTSD, longitudinal and clinical studies are needed to assess whether bullying at work leads to PTSD.

On behalf of the IAWBH board Annie has sent a letter to the ICD-11 committee suggesting that the ICD committee encourages more research on the mental health consequences of bullying related to PTSD leaning on the published review article.

b. Closure of LinkedIn SIG sub-groups

The LinkedIn sub-groups have been closed.

c. Amendment to the IAWBH constitution item 16

With the 2014 GA having accepted the proposed amendment to item 16 of the IAWBH Constitution about the governance of the board, Premilla incorporated this change into the Constitution document and the updated Constitution has been uploaded on the IAWBH website.

d. Welcoming first time delegates at the conference

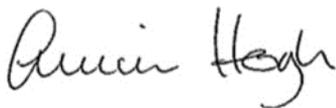
The board has encouraged the conference organizers to find a way to make the newcomers visible to the other conference delegates (for instance via a badge).

Finally I would like to thank all the members who have contributed to the IAWBH in indifferent ways. The IAWBH is a voluntary organisation and no-one is paid for their time. The board members give generously, so does the governance committee, Maarit Vartia and Helge Hoel, the election committee, Roelie Mulder and Eva Gemzoe Mikkelsen and Chris Seydl as our webmaster and financial auditor. Thank you also to the many members who have sent contributions to the Newsletter, to the SIG convenors for organising pre-conference meetings. A special thank you to the organisers of our first summer school in Calgary, Canada, Pat Ferris and Evelyn Field and the presenters from the Therapists' SIG, as well as to the Biennial Conference organisers.

Summary

The last two years have built on the achievements of the last period, strengthening our infrastructure and being far better prepared for the Biennial Conference. The Constitutional set-up with some Board members and Election and Governance committee members remaining whilst others are elected works well as does having Reserve Board Members who may be called on if necessary. The scope and aim of the IAWBH, run as it is by volunteers, is settling into a pattern that, whilst stretching, can be achieved.

I commend the work of your Board, and thank the membership for your support.



Annie Hogh
President



Letter to the ICD

At the General Assembly of the IAWBH in 2014 it was decided that the Board will send a letter to the ICD-11 committee suggesting that the ICD committee encourages more research on the mental health consequences of bullying related to PTSD leaning on the published review article. You may find the letter that has been sent by the Board of IAWBH on the next page.



International Association on Workplace Bullying and Harassment



To the ICD committee

April 2016

Workplace bullying and PTSD

The IAWBH (International Association on workplace bullying and harassment) is an association of researchers and practitioners with the aim 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.

Over the years several studies have been conducted showing an association between being exposed to bullying in the workplace and development of PTSD symptoms. A recent meta-analysis of 29 studies that examined symptoms of PTSD and exposure to workplace bullying carried out by Norwegian researchers. This shows that 59% of victims of bullying report symptoms of PTSD above thresholds for case-ness. A moderate to strong correlation of .42 (95% CI: .36-.48; $p < .001$) was found between bullying and an overall symptom-score of PTSD. The research shows that: the association is stronger than correlations between bullying at work and other health outcomes, correlations between bullying and specific PTSD symptoms were in the same range and equally strong associations were found among children and adults. Despite this evidence, the researchers caution against the use of the diagnosis of PTSD because longitudinal research demonstrating a causal relationship has not been conducted yet (Nielsen, Tangen, Idsoe, Matthiesen, & Magerøy, 2015). See the title below and the article attached to this e-mail.

We call upon the international research society to make further research into the question whether workplace bullying can cause PTSD; longitudinal studies are needed.

Reference:

Nielsen, M. B., Tangen, T., Idsoe, T., Matthiesen, S. B., & Magerøy, N. (2015). Post-traumatic stress disorder as a consequence of bullying at work and at school. A literature review and meta-analysis. *Aggression and Violent Behavior, 21*, 17-24.

On behalf of the board of the IAWBH (<http://www.iawbh.org/>)

Sincerely,

Annie Hogh
President of the IAWBH
Professor of Work and Organisational Psychology
Department of Psychology
University of Copenhagen, Denmark

Literature update



In the newsletter we publish titles of research publications that have recently been published. The complete list of publications can be found at our website: <http://www.iawbh.org>. The list focuses on international publications in English or providing an English abstract. 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.

Elfi Baillien Is there a publication missing from the list? We kindly ask our members to complete the list with new published work regarding workplace bullying and harassment. Your suggestions will be published in our next newsletter and on the webpage. Please send any new publications of yours that you wish to include to Elfi; e-mail: <Elfi.Baillien@kuleuven.be>

Recent research publications

Bonde, J.P., Gullander, M., Hansen, Å.M., Grynderup, M.B., Persson, R., Hogh, A., Willert, M., Kaerlev, L., Rugulies, R., Kolstad, H.A. (2016). Health correlates og workplace bullying: a three wave prospective follow-up study. *Scan J. Work Environment and Health*, 42, 1, 17-25

Branch, S., and Murray, J. (2015) Workplace Bullying: Is the lack of understanding the reason for inaction? Special Issue: The Cost of Bad Behavior. *Organizational Dynamics*, 44, 287-295.

Erickson, A., Shaw, B., Murray, J., and Branch S. (2015). Destructive Leadership: Causes, Consequences and Countermeasures. Special Issue: The Cost of Bad Behavior. *Organizational Dynamics*, 44, 266-272.

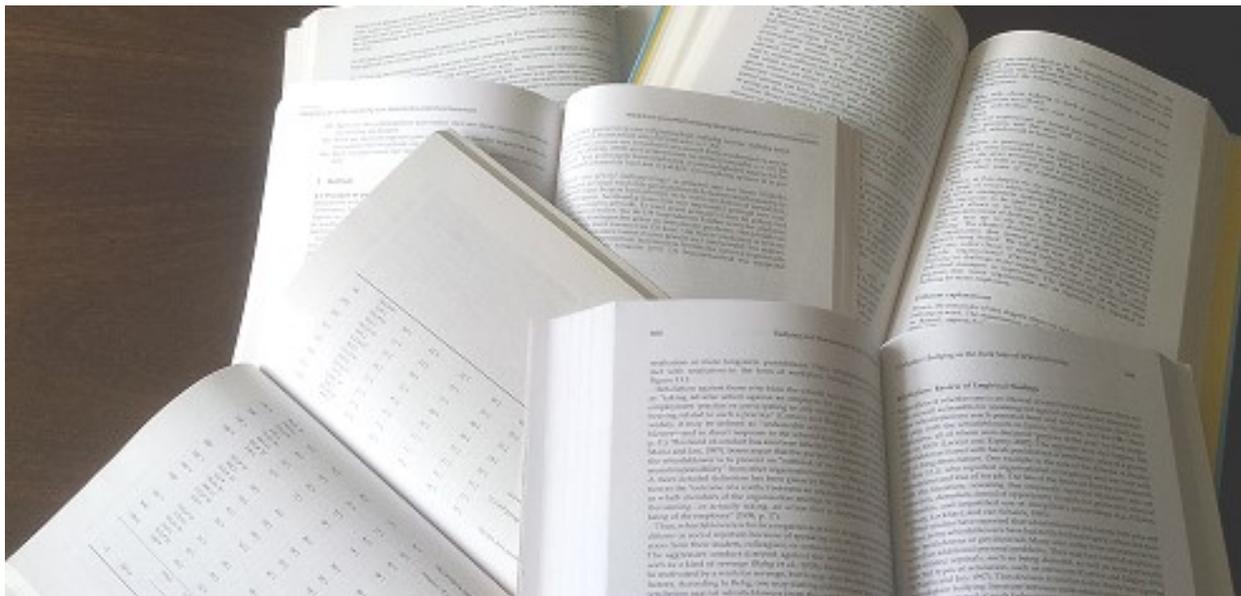
Gardner, D., O Driscoll, M., Cooper-Thomas, H. D., Roche, M., Bentley, T., Catley, B. & Trenberth, L. (2016). Predictors of workplace bullying and cyber-bullying in New Zealand. *International Journal of Environmental Research and Public Health*, 13(5). doi:10.3390/ijerph13050448

Grynderup, M.B., Nabe-Nielsen, K. Lange, T., Conway, PM., R., Bonde, J.P., Francioli L., Garde, A.H., Kaerlev, L., Rugulies, R., Vammen, M.A., Høgh, A., Hansen, Å.M. (2016). Does perceived stress mediate the association between workplace bullying and long-term sickness absence? *JOEM, online*

Lippel, K., Vézina, M., Bourbonnais, R. & Funes, A. (2016). Workplace psychological harassment: Gendered exposures and implications for policy. *International Journal of Law and Psychiatry*. <http://dx.doi.org/10.1016/j.ijlp.2016.05.001>

Nabe-Nielsen, K., Grynderup, M.B., Lange, T., Andersen, J. H., Bonde, J.P., Conway, P., Garde, A.H., Høgh, A., Kaerlev, L., Rugulies, R., Hansen, Å.M (2016). The role of poor sleep in the relation between bullying and unwanted sexual attention at work and long-term sickness absence. *Int Arch Occup Environ Health*, online

Webster, M. (2016). Challenging workplace bullying: The role of social work leadership integrity. *Ethics and Social Welfare*, 1-17. doi: 10.1080/17496535.2016.1155633



Upcoming Events

The 29th Annual IACM Conference

June 26 - 29, 2016

New York City, New York, USA

<http://www.iacm-conflict.org/Conference>

2016 Annual Meeting of the Academy of Management

5 - 9 August 2016

Anaheim, California - US

<http://aom.org/EventDetail.aspx?id=543>

2nd International Conference on Humanity and Social Science (ICHSS2016)

28-29 August 2016

Phuket, Thailand

<http://www.ichss2016.com/>

The 3rd Int'l Conference on Educational Psychology and Applied Social Psychology (EPASP 2016)

22-24 September 2016

Xi'an, China

www.engii.org/conf/epasp/2016Sep/

3th International Conference on Educational Psychology and Applied Social Psychology (EPASP 2016)

22 - 24 September 2016

Xi'an, China

www.engii.org/conf/EPASP/2016ep

The 22nd IAMB conference

28 - 30 September 2016

London, UK

www.IAMB.net

XXI Workshop on Aggression 2016

17- 19 November 2016

Oradea, Romania

Website to be announced



Picture: Maria Chiara Gugiarì



IAWBH

International Association on Workplace Bullying and Harassment

Pictures *: Annie Hogh
All other pictures: Ernesto Noronha



Opening of the conference by IAWBH president Annie Hogh



Keynote Duncan Lewis

Impressions IAWBH conference 2016 Auckland



Social Dinner



IAWBH

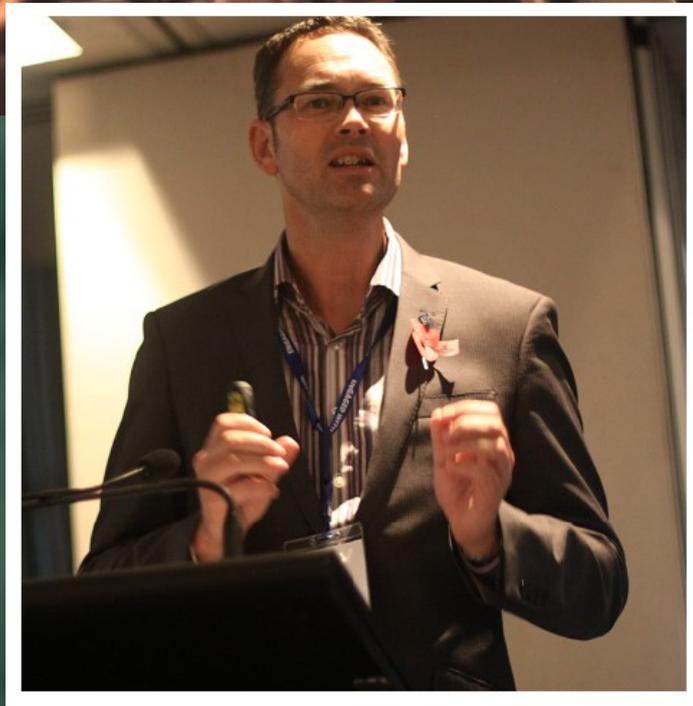
International Association on Workplace Bullying and Harassment



Conference venue



General Assembly



Closing ceremony with:
Conference organizer Bevan Catley
New IAWBH president Premilla D' Cruz
Maori performers

The IAWBH Conference In my opinion ...

Much as I love travelling to Europe, and look forward to the Northern hemisphere conferences, it was with delight that I got on the plane to go to the 2016 IAWBH conference in Auckland, New Zealand. The flight took 6:30 hours, a 'hop and a skip away' compared to the usual almost 24 hour affair to the northern hemisphere/Europe from Perth, Western Australia.

I had never been to Auckland before, what an amazing setting, the conference venue was literally 'on the water'. Can I thank Darcy McCormack here for giving a few of us the whole history of the Rainbow Warrior bombing over drinks one night. It all sounded more like a James Bond movie than something that actually happened. I never looked over the water and surrounds the same way after that. Here is some info and history if you are interested:

<http://www.greenpeace.org/international/en/about/history/the-bombing-of-the-rainbow-war/>

It was great to see fellow scholars and old friends, some whom I hadn't seen for almost two years since the last conference. Really, was Milan really almost two year ago ... where does the time go? I found the atmosphere of the conference electric, I'm sure the light reflecting over the water also had something to do with it. It was great, as always, to meet new people and extend my network. Everyone appeared so relaxed and friendly, loved it!

First up the delegates were dazzled by the traditional Maori welcome, absolutely delightful and so heartfelt. For me, the conference ran as smoothly as silk. The Auckland Hilton was a beautiful venue, the conference rooms centralised, the facilities great, the view amazing, and the food delightful - the organisation of the event was seamless and well executed, thank you Bevan Catley, Shayne Mathieson, Tim Bentley and crew.

As expected there seemed to be a large cohort of people from the southern hemisphere, mostly Australia and New Zealand, but from memory the Australian contingent was the largest group at the Milan conference as well ... we just love those long flights!

The conference hosted 176 delegates from 25 countries. There were over 100 presentations, 15 posters and 4 workshops, all brilliantly organised across 3 days. I loved every single session I attended, the topics were interesting, there were new angles on well researched areas, and new scholars and practitioners joining the fold.

Members' corner

The sessions were interesting, cutting edge and created much debate, all respectful of course. There was a large contingent of practitioners present which gave the conference its own unique flavour. This created excellent exchanges relating to implications for practice, further reinforcing the value of applied research.

A highlight was also the fire dancers at the conference dinner, wow amazing! Glad I didn't get too close!

On a final note, I'm counting the days to Bordeaux 2018 (5-8 June), looking forward to seeing you all there!

Maryam Omari



Maryam Omari

10th International Conference, IAWBH Therapist SIG 2016

The 10th International Conference on Workplace Bullying and Harassment in Auckland, New Zealand was preceded by the third, full day Therapist SIG on the 19th April, at Auckland University, followed a week later in Melbourne, Australia on the 26th April at the Epworth Hospital, Camberwell, with another full day devoted to diagnosis and treatment.

On both occasions, Evelyn M Field convened the day with the assistance of her co-convenor Dr Pat Ferris. Participants were privileged to hear and participate in professional, evidence-based discussions around the diagnosis and treatment of bullied employees.

The pre-conference Therapist SIG included presentations by Christiane Kreitlow on hypnosis, Marie France Hirgoyen on pathology, Miwako Wakui on mergers and bullying, Linda Tilley on ADHD and bullying and a few hours were dedicated to the World Café Model, conducted by Linda Tilley around Pat Ferris's model of diagnosis, (mild, moderate or severe). This was a most interesting, energising experience, which will provide Pat with further information to develop her model. Due to time constraints Evelyn left out her paper on the therapeutic relationship.

There was discussion about those who attended and where they worked. This included a psychologist working in rural areas of Australia, to one working with clergy in the USA! We also discussed the organisation and leadership of the Therapist SIG. Although Evelyn believes that it is time for someone else to lead the group, no one else is ready to assume the baton. We have also decided that in Bordeaux we will begin the day earlier and convene the evening prior, to manage the introductions and leave more room for papers on the SIG day.

A week later, in Melbourne, the fourth full day on diagnosis and treatment of bullied employees took place at the Epworth Hospital, Camberwell. Although Evelyn was unsure how many therapists could travel to Melbourne after Auckland, and had been unwell following her recent heart attack, this day was a great success for the visitors, (who are hoping for a summer school) and for the local psychologists who attended. In fact, they want to meet again regularly to discuss the treatment of workplace bullying.

Christiane Kreitlow spoke about ethics, Evelyn Field spoke about diagnosis and treatment based upon the IAWBH, Therapist SIG website, (which now need to be updated,) Dr Pat Ferris spoke about mild, moderate and severe reactions to bullying, Dr Marie France Hirigoyen spoke about pathology, paranoid personalities and bullies, Miwako Wakui presented a variety of cases, from Japan, Singapore, Rumania, Serbia, and Linda Tilley spoke about social hierarchy theory (status)and bullies.

Following a convivial lunch for most at the "Baker's Wife", Dr George Halasz, a psychiatrist with a special interest in Holocaust and relational trauma, spoke for over two and half hours on Bullying and Trauma. Not only did he provide a background for understanding trauma, he also provided pathways for therapists to consider treating their traumatised clients, repairing their injured personalities, while simultaneously caring for themselves. This intensive day ended with Dr Graham Wong, Director of Psychiatry, Epworth Camberwell, presenting on the Frustrations and Dilemmas of a Private Psychiatrist and one of his cases.

Upon reflection, the Therapist SIG is comprised of a small, informal group of dedicated international mental health professionals. Apart from the incredible and unique Summer School for therapists, organised by Dr Pat Ferris, Calgary, 2015, these four full Therapist SIG days are the first ever and only opportunity where international and local attendees to an IAWBH conference can focus on treating bullied employees!

Hopefully this group can raise standards of diagnosis and treatment, in order that bullied people who have been injured and traumatised, obtain " A Fair Go" medically, legally and in all other ways that influence their treatment, following a bullying injury.

Evelyn M Field OAM, Dr Pat Ferris.

The Annual Tim Field Memorial Lecture - 2016

Prepared by: Keith Munday

Member of The Annual Tim Field Memorial Lecture Committee

This year's Annual Tim Field Memorial Lecture will be held on Saturday, 5th November, 2016, at Aston University, Birmingham, England, B4 7ET, in the Sumpner Lecture Theatre, commencing at 1.15pm.

The Lecture, entitled Workplace Bullying: Scrap the Tick Boxes and Follow the Evidence, will be delivered by Roger Kline.

Workplace bullying has steadily increased in the UK with immense cost to staff, their employers and those to whom services are provided. Roger Kline has campaigned around workplace bullying for many years, in social work, in higher and further education, and as a Trustee of Patients First, the National Health Service whistleblowers' network. He is currently Co-director of the national NHS Workplace Race Equality Standard, a mandatory approach to tackling NHS race discrimination, including the disproportionate bullying of BME staff. He is highly critical of traditional HR approaches and gave extensive evidence to the Francis Inquiry on whistleblowing which highlighted the links between staff bullying, and patient care and safety.

Roger is Research Fellow at Middlesex University

For further information and to register, please contact:

Email: annualtimfieldmemoriallecture@gmail.com

Facebook: www.facebook.com/annualtimfieldmemoriallecture

Twitter: @bullylecture

Mobile: 07815308180

Managers get bullied too!

Our program of research at the University of South Australia looks at how bullying arises from interactions between people and processes within the wider organisational system. We discovered, for instance, that many cases of bullying arise out of the functional aspects of day-to-day supervision and management (e.g., managing performance, coordinating and administrating work). It might be tempting to conclude based on these findings that supervisors are the 'problem' that needs to be fixed. However, managers may just be the 'meat in the sandwich' of a dysfunctional system. And they can be bullied too!

My student Helen Selby is looking at this concept, called upwards bullying. We are asking for your support.

- If you have ever experienced bullying as a manager from your subordinates, then you have vital information to share with us regarding why, how, and when bullying occurs in workplaces; or
- In your role as a mental health professional, have you seen clients or been involved in workplace interventions where a manager had been bullied by one or more subordinates?

If so, you are invited to take part in a short interview regarding your thoughts and experiences of upward bullying in the workplace. The interview will focus on understanding what happened and the organisational processes and structures involved. The interview can be conducted in person or by telephone and is expected to take around 30 minutes.

All information **will be kept strictly confidential**.

If you're over 18 and have experienced upwards bullying, you are invited to take part in a short interview. Any information you provide **will be kept strictly confidential**. Participants will be asked to share an experience of upward bullying (bullying from subordinates to supervisors/managers) in the workplace. The interview will aim to understand what happened and what organisational factors played a role. It is expected that the interview will take 30-60 minutes. The interview will be conducted in person or over the phone.

Participants will receive an honorarium for their time (gift card).



International Association on Workplace Bullying and Harassment

Members' corner

This project has been approved by the University of South Australia's Human Research Ethics Committee. If you have any ethical concerns about the project or questions about your rights as a participant please contact the Executive Officer of this Committee, Tel: +61 8 8302 3118; Email: vicki.allen@unisa.edu.au.

If you would like to take part or would like more information, please contact Helen Selby via Phone: 0421820832 or Email: selhc001@mymail.unisa.edu.au.

Thank you

Michelle Tuckey
Associate Professor of Psychology
School of Psychology, Social Work and Social Policy
University of South Australia

Survey for the legislation of anti-workplace bullying acts in South Korea

KRIVET(Korea Research Institute of Vocational Education and Training) is a governmental research body reporting to the prime minister's office.

At KRIVET, we are currently conducting a survey that would provide the basis for the legislation of anti-workplace bullying acts in South Korea. (The bill has been proposed at the parliament but not yet passed). What we are looking to find out is the status of anti-bullying acts across the countries and your professional opinions on the anti-bullying acts.

We greatly appreciate your participation. Your responses will provide invaluable insight and directions for the legislation of anti-workplace bullying acts in South Korea.

You have the right to withdraw at any time and may ask any questions that may arise while answering the questions. Your personal data will remain strictly confidential along with the identity of the respondents.

Title of Survey: Survey for the legislation of anti-workplace bullying acts in South Korea

URL: <http://121.156.104.72/KRIVET>

Correspondent: Dr Yoojeong Nadine Seo (nad08doc@krivet.re.kr, +82 (0)44-425-5310)

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Reminder: Call for papers - Special Issue Qualitative Research in Organizations and Management (QROM)

Power, subjectivity, and context in workplace bullying, abuse, and harassment: Insights from postpositivism

Premilla D'Cruz, Ernesto Noronha and Pamela Lutgen-Sandvik, Guest Editors

In seeking submissions anchored in postpositivist traditions/sub-traditions, the special issue (SI) joins efforts at redrawing methodological boundaries in the study of workplace bullying, abuse, and harassment. While contributing to theorization about power, subjectivity, and/or context, the papers must advance qualitative approaches to workplace bullying research beyond the current positivist skew. The full call can be read at the [IAWBH website](#).

Ideas for submission to the SI include but are not limited to the following:

- How does attention to involved parties' subjectivity recast conceptualizations of workplace bullying, abuse, and harassment? What qualitative methods best "get to" the various subjectivities?
- What are the power dynamics involved in situations of workplace bullying, abuse, and harassment? What are the different protagonists' roles, especially that of the alleged perpetrators as this area has largely been absent? How do researchers get access to various protagonists in terms of power as a dialectic?
- In what ways do capitalist underpinnings of contemporary workplaces serve as context or affect bullying, abuse and harassment situations? What are the contextual implications for power and subjectivity? Preference will be given to research using unique qualitative approaches for accessing organizations.
- What is the shifting nature of alliances in situations of workplace bullying, abuse, and harassment? Coworkers, for example, can be perpetrator-allies, target-allies, or members of a silent audience. Membership in these appears to be fluid. What power dynamics or organizational context features impinge on alliance shifting? How does the distinctiveness of qualitative methods help to understand power, context, and alliance shifting?
- What are the experiences of any protagonist(s) in the workplace bullying, abuse, and harassment situation, namely, targets, bullies, bystanders, organizational actors (top management, leaders, supervisors, HR, employees, etc.) as well as interventionists (therapists, lawyers, unionists, etc.) and significant others?

Deadline for submission of manuscripts is 15 October 2016. Manuscripts should be a maximum of 10,000 words in length (including tables, figures and references) and should conform to the normal submission guidelines for *Qualitative Research in Organizations and Management (QROM)*, http://www.emeraldinsight.com/products/journals/author_guidelines.htm?id=qrom

Members' corner

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. Marie-France Hirigoyen who presented the 3 most influential works in the last newsletter chose Denise Salin for this column in the current newsletter.



Denise Salin

Introduction

My name is Denise Salin. I am Professor of Management and Organization at Hanken School of Economics, Helsinki, Finland and I have been doing research on workplace bullying since the late 1990's. My own research interests have largely centered around organizational antecedents of workplace bullying, effects on employee attitudes, and the gendered nature of workplace bullying. Lately I have also become increasingly interested in national differences in bullying behaviour and in conceptualizations of bullying.

I have had the privilege to follow developments in workplace bullying research for almost two decades and I am very impressed with the progress that has been made within the field. Over these decades we have learnt so much about the causes and consequences of bullying and the studies have become more and more advanced and sophisticated. For me personally, the Bergen Bullying Group has been a great inspiration and I have eagerly been following the innovative and high-quality work done by the group.

Below I have picked three different high-quality articles that I think all provide important insights and have clearly advanced research in this field.

Work 1: Nielsen, M. & Einarsen, S. (2012). Outcomes of workplace bullying: A meta-analytic review. *Work & Stress* 26(4), 309-332.

This is an important piece of work demonstrating the negative consequences of workplace bullying – if you only have room for one reference to discuss consequences this is definitely the one I recommend. The article shows significant relationships between bullying and both health related outcomes and employee attitudes. As this is a meta-analysis it provides stronger evidence than individual studies. Moreover, the authors have analyzed not only

cross-sectional, but also longitudinal studies. This article also shows that quite a lot of empirical studies have already been undertaken in the field and illustrates how the field has advanced and become more mature also from a methodological point of view. The Bergen Bullying Research Group has also published other interesting meta-analyses and also longitudinal studies on both the antecedents and consequences of bullying.

Work 2: Einarsen, S., Hoel, H. & Notelaers, G. (2009). Measuring exposure to bullying and harassment at work: Validity, factor structure and psychometric properties of the Negative Acts Questionnaire-Revised. *Work & Stress*, 23(1), 24-44.

This article presents the Negative Acts Questionnaire (NAQ), the most widely used questionnaire for measuring workplace bullying. The questionnaire has been very widely used in a diverse set of countries, making it a very important tool for bullying researchers doing quantitative research. This article presents the scale itself and its properties. The article also presents the results of a latent class cluster analysis that shows that the NAQ may be used to identify and differentiate between groups of respondents sharing a certain probability regarding the nature and frequency of their exposure to bullying behaviours. While we often tend to oversimplify the experience of bullying as a "yes or no experience", this analysis reveals several different groups of employees, with different exposure patterns. This is important as both the antecedents and consequences may differ for different groups (for instance, for those experiencing occasional negative encounters versus for those facing severe bullying). Guy Notelaers and colleagues have also published a separate article on the merits of this method in *Work & Stress* (2006). In addition, Guy Notelaers and Ståle Einarsen have published an interesting paper on identifying simple cut-off points for both occasional and severe bullying (*European Journal of Work and Organizational Psychology*, 2013) that may be of interest for those planning to use the NAQ.

Work 3: Cortina, L (2008) Unseen injustice: Incivility as modern discrimination in organizations. *Academy of Management Review*, 33(1), 55-75.

One of the reasons I wanted to include this article is that I think it is important to remember that a lot of interesting, and highly relevant work, has been done using other labels than "bullying". I think we can learn a lot from research on incivility, ostracism, victimization, abusive supervision, etc and should not overlook important insights made in such overlapping fields.



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One of my areas of interest has been gender and bullying and Lilia Cortina's work has been a great inspiration when it comes to the gender aspects. Incivility can be a subtle form of discrimination against vulnerable groups and I think the links between bullying/incivility and discrimination deserve a lot more attention.

Next newsletter

I would like to ask Professor Morten Nielsen to write the next column "the three most influential works"

**Thank you very much Denise Salin
for sharing with us the 3 works that influenced you the most**

Who is....?



Evelyn Field

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.

Hadyn Olsen from New Zealand who presented himself in the last newsletter chose Evelyn M Field OAM, FAPS from Australia as the member to be interviewed in this newsletter.

Tell us something about yourself

I sold my house a year ago and now live in an apartment in Armadale, an inner suburb of Melbourne. I work from home and have a wonderful view of the sea, the city and the trees. I love spending time with my three grandchildren, my two children, their partners, my extended family and my two elderly papillions. I have good friends and enjoy going to the movies, ballet, opera, concerts and galleries. I enjoy cooking, antique auctions, reading about food and visiting gardens. I love travel, meeting different people and enjoy Melbourne's diverse and vibrant Jewish community.

How did you become interested in workplace bullying?

Following the release of my first book, *Bully Busting* (1999), two primary school teachers took legal action to destroy it! They thought I was invading their territory! The conflict was resolved but not without pain. The book sold 23,000 copies; its successor has sold over 12,000 copies. Then I went to New Zealand

for another book release, but I was more aware. No wonder I experienced an epiphany—workplace bullying can be far worse! Subsequently I attended a *Beyond Bullying Conference* in Queensland, where Paul McCarthy encouraged me to write a self help book about workplace bullying, similar to *Bully Busting*. The two books took over a decade to publish, (partly due to a blood disorder), but I learnt a lot along the way from my research, my clients and many other bullying experts. Having been a therapist for almost fifty years it has been wonderful to find a new challenge. Treating bullied employees has created a treasure trove of new discoveries!

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

This is not an easy question to answer, and I hope I am accurate. Australia has federal and state legislation. Some workplace bullying initiatives are enshrined in legislation, others are just guidelines! Some laws are criminal, such as Brodie's Law in Victoria and all forms of cyber abuse, others are covered under

Common Law, such as Occupational Health and Safety, Adverse Action, Constructive Dismissal, Human Rights, Privacy, Workers Compensation, Fair Work Commission, etc.

Early endeavours in creating an awareness of workplace bullying were by Paul McCarthy, Michael Sheehan and others at the Centre for Workplace Bullying, Griffith's University's School of Management, (1995 onwards), William Wilke, a psychiatrist in Queensland, Oonah Barron at Workcover Victoria, the Beyond Bullying Association, Queensland, as well as conferences by Women's Centres in Adelaide, Queensland and more recently the No2 Bullying conferences in Queensland.

In practice it is a minefield! Injured employees believe that somewhere they will get validation and justice and end up being further injured by the high costs of taking legal action, independent medical examiners who don't understand the traumatic nature of bullying and the behaviours of Worksafe and their insurers that can be perceived by victims as further bullying. There are also incredible time delays in obtaining a legal resolution and evidence of bullying is based upon fearful witnesses and legal proof instead of evidence of the unique medical injuries caused by bullying. The legislation has limited power and success stories are rare.

Fortunately the media is constantly exposing bullying stories to make the Australian public more aware about bullying and websites like the Workcover Victims Diary (<http://aworkcovervictimsdirectory.com/>) expose dodgy health professionals. Hopefully the public is also becoming more aware that bullying is a health hazard and takes preventative action earlier rather than delaying action to protect themselves.

What can you tell us about your work?

I work as a practising psychologist in my own business and fund my own research. I currently specialise in treating students and adults who are bullied. I speak at schools and organizations and provide training to health professionals. I have often been quoted in the media.

As I have spent many years working with Holocaust survivors and victims of criminal abuse and violence, it didn't take me long to identify that victims of workplace bullying can experience trauma, which differs to other traumas. Consequently I have researched the unique nature of workplace bullying injuries and studied the physical, psychological, social, and cognitive symptoms as well as the personality changes associated with severe injuries. Now the IAWBH, Therapist SIG has taken notice of my diagnosis of Workplace Bullying Trauma (WBT).

In addition, I have researched some of the faulty beliefs bullied targets have about their workplace. The evidence indicates that many bullied employees have different expectations about their workplace to those who weren't bullied and less politically naïve.

In Australia, most psychologists are being pressured to treat clients using generalised treatment methods without the appropriate evidence-based research or acknowledgment of their unique injuries. The indiscriminate use of the current crop of brief therapies can be harmful and distressing to clients, who feel unheard or pressured to conform. Perhaps triggering more memories of the bullying!

Thus my most recent research has focussed on establishing what bullied victims require in therapy. I have found that building and maintaining the core treatment relationship with the client, based upon providing safety and validation, is paramount and upon which they can rebuild their lives after being injured by bullying.

I believe that meeting like-minded professionals in the Therapist SIG has given me the confidence to pursue what is most effective in treating bullied employees. It has been most inspiring to meet therapists from around the world and confront common challenges in treating bullied employees and developing a diagnostic and treatment protocol.

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

Many of my injured clients, whose pain, distress and personality implosion is so great that some will never function normally again, (physically, socially or emotionally,) inspire me to continue working in this area. Thus I work at a number of levels to prevent and reduce bullying including research, education, media, treatment, writing and training health professionals.

I believe that eventually the public and health professionals will accept that bullying is an abuse of power, it is soul destroying and brain altering, and in its severest form, extremely difficult to treat.

Thus my focus has been to educate health professionals and the public about the toxic nature of bullying, the severe injuries that may result and play a role in the reduction of bullying and introduction of effective treatment programs that fit within the new paradigms of neuropsychotherapy and relational trauma.

Question from Hadyn: 'In your opinion working with targets, what does it take for an individual to become empowered after being significantly bullied?'

This is not simple; it depends on many issues including their age, life story, family support, the economy and their belief systems. A therapist needs to work out whether they have a mild, moderate or severe injury (Ferris, 2016). Then they need to establish a sense of safety and trust, to enable their client to ventilate, ruminate and review for months or even years. Meanwhile the therapist can begin empowering their client to resume normal activities, such as diet, exercise and improving sleep patterns. Another focus is helping them reduce and manage their symptoms, and replace their losses with some gains, so that they can begin rebuilding their lives.

When their client feels safer and hopefully validated, ie their medico-legal cases have been resolved or shelved, then the therapist can help their client consider employment options, such as a return to work, learning bully blocking skills and other assertiveness skills, researching new areas of employment or recreating a different type of life where other activities replace work, as probably a third of bullied employees will never feel safe to return to a workplace.

I think that my role is to also model empowering behaviours, such as giving assistance in writing emails, communicating with their insurance companies, and challenging faulty belief systems. Language can be very empowering and thus validating a client's story, reframing it, taking away blame, explaining how systems function and psycho-education, can become some of the ways a therapist can empower clients. Sometimes verbal and non-verbal assertiveness skills can help, other



times videoing their behaviours to change less assertive behaviours is useful. At the end of the day, it is about managing with the past as well as moving on, and having a bunch of strategies to utilise when they feel threatened again.

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?

Dr Patricia Ferris, Calgary, Canada.

My question: *How can mental health professionals world-wide change the superficial manner with which bullied employees are currently regarded by the medical professions, the law and employers, in order that their injuries, including Posttraumatic stress disorder (PTSD) and Workplace Bullying Trauma (WBT) are recognised when relevant?*

**Thank you very much Evelyn Field for
taking part in this interview!**

New Members

A warm welcome to our new members:

1. Barry-Murray, Ber, Round Table, Ireland
2. Bartlett, Robyn Life Transition Experts & PhD Candidate, United States, Georgia
3. Bhanugopan, Ramudu Charles Sturt University, Australia
4. Broom, Jennifer, AUT, New Zealand
5. Brorens, Irena, Tertiary Education Union, New Zealand
6. Buttigieg, Francis, DAWN, Gibraltar
7. Button, Claire, Resilient Workplaces, Australia
8. Corzo, Juan Carlos, Murdoch University
9. Dalton, Sarah, Association of Salaried Medical Specialists (ASMS), New Zealand
10. Escartín, Jordi, Universitat de Barcelona (UB), Spain
11. Farmer, Pam, The Change Map, UK
12. Forbes, Therese, Broome psychology practice, Australia
13. Forsyth, Darryl, Massey University, New Zealand
14. Greenwood, Gaye, AUT, New Zealand
15. Hampton, Peter, Fair Work Commission, Australia
16. Jessup, Sarah, Trent University, Canada
17. Kelly, Emma, Tertiary Education Union, New Zealand
18. Maxwell, Aimee, Jigsaw Psychology, Australia
19. Naito, Shino, Japan Institute for Labour Policy and Training (JILPT), Japan
20. Paoletti, Paola, OPCW, The Netherlands
21. Philpot, Karen, Department of Veterans' Affairs, Australia
22. Saunders, Dr Skye, Australian National University (ANU College of Law), Australia



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23. Seo, Yoojeong, KRIVET, South Korea
24. Shilliday, Lisa, Youth Horizons, New Zealand
25. Smith-Han, Kelby, University of Otago, New Zealand
26. Trenberth, Linda, Griffith University, Australia
27. Twist, Alison, Andrea Adams Consultancy, UK
28. van Heugten, Kate, University of Canterbury, New Zealand
29. Westgate, Andy, Otago Polytechnic, New Zealand
30. Zwiercan, Nicole, Be Kind. Make a Difference. nonprofit org., United States, Illinois

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 2016. 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 1st of September 2016** 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.