

**Minutes of the General Assembly of the
International Association on Workplace Bullying and Harassment
Thursday 7 June 2018, 5.30 - 6.55 pm
Bordeaux , France**

1. **Present:** Premilla D'Cruz, (PD) Carlo Caponecchia (CC), Maryam Omari (MO), Bevan Catley (BC), Shayne Mathieson (SM) , Katherine Lippel (KL), + 75 members (see attendance sheets)
Apologies: Nils Magerøy (NM), Adrienne Hubert
2. Katherine Lippel was elected by acclaim to chair the Assembly.
3. **Minutes** of the 2016 General Assembly (21 April 2016 held in Auckland, New Zealand) were accepted, Moved Sabine Hammond, Seconded Susan Johnstone
4. **President's Report:** delivered by Premilla D'Cruz, noted key issues
 - i. Future development
 - ii. Website and membership renewal
 - iii. Biennial conference
 - iv. Travel grants
 - v. MasterClass
 - vi. Newsletter and LinkedIn
 - vii. Special Interest Groups
 - viii. Literature and database
 - ix. Webinars
 - x. Treasury
 - xi. Elections
 - xii. E-Archives
 - xiii. Use of IAWBH logo, name and brand
 - xiv. Update on actions from 2016 GA

The President's report had been emailed to all members prior to the GA. As there were no questions or comments, it was taken as read.

5. **Constitutional amendment:** A constitutional amendment to the Governance section of the Constitution, clause 11 was moved by PD, seconded by SM. The purpose of the amendment is to clarify the replacement of a sitting board member with a reserve member. The current clause reads *Two substitute members will be elected by the General Assembly for a two year period as stand-ins should a Board member be unable to complete their term.*

To allow for continuity (the original aim of the founders of the Constitution) it was moved to add: *Should a substitute member ("reserve") be called on to take the place of a serving Board member, the substitute member will complete the full term of the Board member who they replaced.*

Charlotte Raynor recommended that the clause be further amended to clarify that the reserve who takes up a substitute role has this count as a full term for the purposes of their re-election. *This substitution will be considered to be a full term for the substituting member.*

Both amendments were agreed unanimously.

6. Treasurer's report: Delivered by CC in the absence of NM (due to family circumstances).

In summary: The total deficit for the year is £3,354, while the total assets are £34,709. The Summer School (now renamed MasterClass) broke even. The Board instituted scholarship applicants for the conference, and CC encouraged members to apply for these, and to encourage others to do so. It was recognised that the face-to-face Board meeting would be more expensive now that there was a greater geographic spread of Board members; but there was general support for this meeting in the non-conference years to take place.

Treasurer's report was accepted unanimously.

7. Update on activities:

- i) Future development of IAWBH - was covered in the President's Report
- ii) MasterClass – the 2017 MasterClass had 35 participants, considering “Time to rethink the bully in bullying” PD invited members to apply for application for the 2019 MasterClass. Applications close 1 August 2018.
- iii) Doctoral Workshop, this year had 28 participants, It was run by Helge Høel and Nick Djurkovic, assisted by PD and Ernest Noronha
- iv) Webinars. MO reported that there were limitations with the functionality of the previous website, but we have now updated our website. However, a webinar as such is a difficult option to follow through on. MO had uploaded a video from a workshop she had hosted, and only 5 members had watched it from the IAWBH website.
- v) Special Interest Groups. MO reported that there are 9 current SIGS, but only 5 of those are active. She thanked the convenors of the SIG meetings for this year, CC, KL, Susan Johnson and Evelyn Field. The SIG meetings had all been approximately one day and had been well attended. MO reported that the Board would review the SIGS to consolidate and rationalise them, to strengthen them as they go forward.

8. Governance Report: Delivered by Helge Høel. HH and Maarit Vartia had considered all the minutes and reports of the Board since April 2016, and reported that all matters appeared to have been dealt with in depth and appropriately by the Board. The report was voted to be received.

9. Election Results: Charlotte Rayner(CR) formally announced the results of the Election. The new **President** is Carlo Caponecchia, **new Board members** are Stephen Teo, Eva Gemzøe Mikkelsen and Neill Thompson. (Existing members until 2020 are Shayne Mathieson, Bevan Catley and Maryam Omari.)

Reserves are Loic Lerouge and Iselin Rekner (I am not sure of this name and I cannot find it in the membership directory)

Election Committee: Charlotte Raynor and Mieneke Poulwese

Governance: Helge Høel and Annie Høgh

CR encouraged practitioners to stand for the Board at the 2020 Elections. PD thanked CR for her and MP's work in running the election.

10. No suggestions from the membership or the Board were offered.

11. No other business was identified.

12. Acknowledgements: PD acknowledged with thanks the work that NM had done as Treasurer for the last 8 years, in maintaining membership registration, bookkeeping, and ensuring our money situation was regularly reported; and of Adrienne Hubert as our communications manager,

especially her work with the regular newsletter, the LinkedIn groups, and SIGs. KL thanked PD for her work as the President for the last four years and her earlier membership of the Board. There were general thanks and a small presentation to Loic Lerouge and Marie-France Hirigoyen as the coordinating organisers of the 2018 conference.

PD then provided information on the criteria to consider conference bids, including location, the people involved in the organising, academic excellence, financial viability and the opportunity for the development of IAWBH, its members, and innovation and growth potential. It was announced that the next conference will be held in Dubai , 7 – 11 June 2020. Hosted by the University of Woollongong in Dubai.. It was noted that as Sunday is considered a weekday in Dubai, that the conference would be starting a day earlier in the week than usual.

The meeting finished at 6.55 pm

Note: these minutes cannot be formally confirmed by the General Assembly until 2020; but I certify that they are a true record of the meeting

Shayne Mathieson
Secretary of the Board