

## DETAILED CONFERENCE PROGRAMME



**13 June 2012**

**Registration**

**8:00 – 9:00**      *Chr. Hansen Auditorium, Building 34*

**Welcome**      *Chr. Hansen Auditorium, Building 34*

**9:00 – 10:00**

Annie Hogh, Conference Chair, Associate Professor, PhD., University of Copenhagen

Lennart Damsbo-Andersen, Member of Parliament, Chair of the Employment Committee.

Troels Østergaard Sørensen, Dean, University of Copenhagen

Charlotte Rayner, President of the IAWBH, Professor, PhD., Portsmouth Business School

The University Choir

**Keynote: Professor Suzy Fox, GPHR, MBA, PhD, from Loyola University Chicago**  
*Defining and confronting bullying: Does human resources have a unique mandate to create a bully-free work culture?*

**10:00 – 10:45**      *Chr. Hansen Auditorium, Building 34*

**Coffee**

**10:45 – 11:15**      *Lobby, Building 34*

**Session 1: Law**

**Chair: Rachel Cox**

**11:15 – 13:00**      *Auditorium, 22.0.19*

Union perspectives on complaints of psychological harassment in Québec: Work organisation issues and the limits of individual approaches to problems with a collective dimension

Rachel Cox

Workplace bullying, industrial court and lessons in ambiguity

Emily Schindeler

How to identify workplace bullying? A case study based on court judgements

Jan Gregersen

Sometimes harassment in the workplace is domestic violence?

Barbara MacQuarrie

The suite taste of bullying: Examining the legal challenges of addressing bullying amongst senior executives in the C-Suite

Kemi Labinjo

**Session 2: Discrimination**

**Chair: Lisbeth Harms**

**11:15 – 13:00** Auditorium, Gothersgade 140

“They change when they are in a pack”: The nature of sexual harassment in rural workplaces

Skye Saunders, Patricia Easteal

Methodological challenges of researching workplace bullying and discrimination among lesbian, gay and bisexual (LGBs) employees

Duncan Lewis, Helge Hoel, Anna Einarsdottir

The price of “being out”, the cost of staying in: A case study of bullying of lesbian, gay and bisexual members of staff

Anna Einarsdottir, Helge Hoel, Duncan Lewis

Sexual identities and the risk of experiencing workplace bullying and harassment: Evidence from a nationwide, representative UK sample

Helge Hoel, Duncan Lewis, Anna Einarsdottir, Guy Notelaers

**Session 3: Intervention**

**Chair: Charlotte Rayner**

**11:15 – 13:00** Auditorium, 1.1.18

Measuring bystander intervention in workplace bullying

Charlotte Rayner, Lynn Lansbury

What about the perpetrators? A multi-national exploratory study of a coaching intervention designed to reduce workplace suffering caused by abrasive leaders

Penny Webster, Laura Crawshaw

Effects of mobbing on health and family relationships: How therapists can help or hurt

Maureen Duffy, Len Sperry

Mediating bullying complaints. Offering a new model of mediation to ensure sustainable outcomes

Moira F. Jenkins

Face to face dissemination of scientific and practical knowledge of workplace bullying at workplaces - Reflections on methodology, tools and challenges”, conducted by the Knowledge Centre for the Working Environment’s “Travelling Information Team”.

Stig Ingemann Sørensen, Rikki Hørsted

**Session 4: Health**

**Chair: Angelo Soares**

**11:15 – 13:00** Auditorium, 18.01.11

Workplace bullying in a survey of Canadian women reporting partner abuse

Judith MacIntosh, Judith Wuest, Marilyn Ford-Gilboe, Colleen Varcoe

Psychological harassment in Québec: prevalence, consequences and policy considerations  
Katherine Lippel, Michel Vézina, Renée Bourbonnais, Susan Stock, Amélie Funès

Workplace bullying and suicidal ideation  
Angelo Soares

Is post traumatic stress disorder one possible consequence of bullying - a literature review with recommendation for the International Association of Workplace Bullying & Harassment (IAWBH)

Tone Tangen, Thormod Idsøe, Morten Birkeland Nielsen, Stig Berge Matthiesen, Nils Magerøy

The workplace bullying of trainees and its effects  
Darcy McCormack, Nikola Djurkovic, Gian Casimir

### **Lunch**

**13:00 – 14:00**      *University Café, Building 5*

### **Coffee and Poster Presentation**

**14:00 – 15:00**      *Lobby, Building 34*

### **Phenomenon**

Identifying bullying and harassment. Analysis of non-verbal facial communication  
Marie-Nathalie Jauffret-Cervetti

Cyberbullying among students: Causes and psychological effects  
Macarena Herane Bustos

Cross-cultural understandings of workplace bullying: Preliminary findings from Turkey and Australia

Burcu Guneri Cangarli, Megan Paull, Maryam Omari

Social and institutional conditions for bullying  
Gary Metcalf

### **Gender**

Women's experiences of workplace violence, harassment and bullying  
Sharon Beckett

“Bullying cultures?” - How organizational values and norms impact upon victimization and coping strategies of women

Eva Zedlacher, Sabine Koeszegi

### **Work environment**

Workplace bullying in higher education: findings from

Katerina Zabrodska, Petr Kveton

Looking at yourself in the mirror: Analysis of studies on bullying at Brazilian universities  
Míriam Rodrigues

“Power harassment” and “Fukushima”  
Miwako Wakui

## **Risk**

The phenomenon of workplace bullying amongst medical doctors  
Caroline Lambert

Risk factors associated with bullying and harassment in the workplace  
Angelo Sacco, Enrico Bergami

Psychosocial and organizational factors and bullying among blue-collar workers in Polish manufacturing sector  
Magdalena Warszewska-Makuch, Dorota Zolnierczyk-Zreda

Bullied in school - bullied at work?  
Lars Peter Sønderbo Andersen

## **Coping**

Relationship between workplace bullying, burnout and coping strategies in university faculty  
Deborah Flynn, Kirsten Vaillancourt

## **Session 5: Risk/Leadership**

**Chair: Janne Skakon**

**15:00 – 16:30** Auditorium, 18.01.11

Leader behaviour and bullying in an organisation under pressure - Qualitative suggestions of relationships  
Janne Skakon

Longitudinal outcomes of leadership behaviour on subordinates' job attitudes  
Merethe Aasland

Commitment of the managers is crucial to create a safer workplace  
Alie Kuiper

Is passive avoidant and machiavellian leadership behaviours related to followers' psychological need satisfaction on a daily basis  
Jørn Hetland, Arnold B. Bakker, Olav K. Olsen, Roar Espevik, Ståle Einarsen

## **Session 6: Rehabilitation**

**Chair: Nils Magerøy**

**15:00 – 16:30** Chr.Hansen Auditorium

Jobbfast - clinical research unit for targets of bullying and harassment at work  
Nils Magerøy, Ståle Einarsen

A therapeutic rebuilding of targets of workplace bullying  
Hanne Thorup, Any Haldrup, Dagmar Møller-Kristensen

Is it possible to rehabilitate targets of workplace bullying?

Annie Hogh

Diagnosis-standardised labels or evidence-based symptoms

Evelyn Field

**Session 7: Prevention**

**Chair: Roger Persson**

**15:00 – 16:30** Auditorium, 1.1.18

Prevention of bullying and conflicts - results from post intervention and follow-up interviews

Eva Gemzøe, Annie Hogh

Approaches to harassment prevention in Japan

Y. Okada Cuore

Bullying: the Church of England at the cross roads. Where Next?

Anne Lee

Positivity against negativity: How could a leader prevent work harassment?

Milda Astrauskaite, Roy Kern, Guy Notelaers, A. Medisauskaite

**Session 8: Risk/Personality**

**Chair: Lars Peter Sønderbo Andersen**

**15:00 – 16:30** Auditorium, 22.0.19

Mobbing and personality traits in Albania Academe

Migena Buka

A longitudinal analysis of the relationship between role stressors and negative social climate at work

Cristian Balducci, Monica Cecchin, Franco Fraccaroli

Personalities of workplace bullies and victims

Jacqueline Power, Daniel Linton

**Session 9: Coping**

**Chair: Guy Notelaers**

**15:00 – 16:30** Auditorium, Gothersgade 140

Forms of resistance to workplace bullying

Katerina Zabrodska,

Coping with workplace bullying: A qualitative study on women targets

Isil Karatuna

Coping with workplace bullying: Three mechanisms of coping in public sector bullying cases

Denese Edsall

Workplace bullying, a process?

Guy Notelaers, Leo Paas, Ståle Einarsen

**Evening Reception**

**18:00 - 19:00**      *The City Hall of Copenhagen*  
*1599 København V*

14 June 2012

**Keynote: Dr. Dieter Zapf, Professor from Frankfurt University**

*Bullying in the work place: Prevention and intervention*

9:00 – 9:45 Chr. Hansen Auditorium, Building 34

**Coffee**

9:45 – 10:15 Lobby, Building 34

**Session 10: Identifying/ Measuring**

**Chair: Margaretha K. Strandmark**

10:15 – 12:20 Auditorium, 22.0.19

Workplace bullying in the health and social care systems in Sweden. A descriptive study  
GullBritt Rahm, Ingrid Rystedt, Gun Nordstrøm, Bodil Wilde-Larsson, Margaratha Strandmark K.

An integrated approach to identify victims of workplace bullying

Ingrid Rystedt, Guy Notelaers, GullBritt Rahm, Gun Nordstrøm, Bodil Wilde-Larsson, Margaretha Strandmark K.

Measuring psychosocial risks in agricultural sector

Andrea Debelli, Giuseppe Favretto, Serena Cubico

Workplace Bullying in Higher Education in Portugal

Ana Verdasca

Workplace bullying among Turkish social security institute staff

Sibel Gok, Isil Karatuna

Combining self-labeling and behavioral measures of workplace bullying into a latent class cluster approach to estimate the prevalence of workplace bullying in Spain

Jose M. Leon-Perez, Guy Notelaers

**Session 11: Health**

**Chair: Morten Birkeland Nielsen**

10:15 – 12:20 Chr. Hansen Auditorium

Outcomes of workplace bullying: A meta-analytical review

Morten Birkeland Nielsen, Ståle Einarsen

Workplace bullying and sleep problems – a two year follow-up study

Åse Marie Hansen, Annie Høgh, Anne Helene Garde, Roger Persson

How does it feel? Workplace bullying, emotions and musculoskeletal complaints

Tina Løkke Vie, Lars Glasø, Ståle Einarsen

Workplace incivility and the link to mental health, satisfaction and intention to leave

Eva Torkelson, Daniel Borgström



Chronic stress caused by workplace bullying and myeloproliferative blood neoplasms  
Dmitri Gramotnev, Galina Gramotnev

The unclear self and maladaptive reactions to bullying  
Malgorzata Gamian-Wilk

**Session 12: Intervention** **Chair: Maarit Vartia**

**10:15 – 12:20** *Auditorium, 18.01.11*

Teacher-on-teacher workplace bullying: An in depth study in post primary schools in Ireland

Genevieve Murray, Mona O'Moore

Do school counsellors have lessons for the adult workplace?

John Collins

Workplace bullying interventions: a realist review of what works, to whom, in what circumstances

Neill Thompson, M.Carter., J.C.Illing, P.E.S.Crampton, G.M.Morrow, J.H.Howse, A.Cook, B.C.Burford

What makes for a “prevention active” organisation? Occupational health and safety practitioners’ perspectives on managing workplace bullying in New Zealand

Bevan Catley, Tim Bentley, Darryl Forsyth, Helena Cooper-Thomas, Dianne Gardner, Michael O’Driscoll, Linda Trenberth

Concern regarding bullying at work, and procedures for dealing with it in EU countries

Maarit Vartia, Krista Pahkin

The investigator as bully, the bullied investigator: observations from the front-lines of workplace harassment investigation

Catherine Burr

**Session 13: Phenomenon** **Chair: James Burton**

**10:15 – 12:20** *Auditorium, 25.01.53*

A replication study: Perceptions of workplace bullying and psychological empowerment among IT professionals

Cynthia Marcello

Bound to a bully work environment: The role of job embeddedness in the relationship between bullying and aggression

James Burton

Theories which explain the actions and reactions of workplace bullies, victims and bystanders

Sally Kuykendall

A phenomenological study of the experience of victims of bullying in the workplace in South Africa

Margeretha De Wet, M. K. Du Toit

Misuse of terminology: Are we abusing “bullying” and “harassment”?  
Shayne Mathieson, Margaret Hanson

Exploring the link between emotional intelligence and workplace bullying: Results from two working samples  
Sara Branch, Jane Murray

**Session 14: Costs** **Chair: Stig Berge Matthiesen**  
**10:15 – 12:20** *Auditorium, Gothersgade 140*

The relationships between victimization, absenteeism and job satisfaction and moderations of leadership and work pressure in the Netherlands Defense Organisation  
Pauline Meesters-Leenheer, Mienke Pouwelse, Inez Storm-Stevelmans

The costs of workplace bullying: Sickness absence, inequality and unemployment  
Tine L. Mundbjerg Eriksen, Annie Høgh, Aase Marie Hansen

Addressing conflict, power and practitioner turnover in the domestic violence sector  
Deb Duthie

Workplace bullying, qualitative job-insecurity and intention to leave: A six-month prospective study among north-sea workers  
Mats Glambek, Stig Berge Matthiesen, Jørn Hetland, Ståle Einarsen

The association between whistleblowing, workplace bullying and the employees' intentions to leave their jobs  
Stig Berge Matthiesen

Are we going back to the future? ‘Dinosaurs, thugs and bullies’ and their continuing challenge to the presence of women in densely masculinist workplaces  
Susan Harwood

## **Lunch**

**12:20 – 13:15** *University Café, Building 5*

**Keynote: Professor Emeritus Töres Theorell, Karolinska institutet in Stockholm**  
***Bullying and health in a Swedish context***  
*Building 34*

**13:15-14:00** *Chr. Hansen Auditorium, Building 34*

## **Coffee and Poster Presentation**

**14:00 – 15:00** *Lobby, Building 34*

## Law

Regulating workplace bullying in Brazil: considerations on regulatory effectiveness  
Julia Gitahy da Paixao

The definition of workplace bullying in comparative labor law: Do they really serve for the purpose?

Guneri Cangarli, Siyami Alp Limoncuoglu

Workplace bullying: A review of U.S. Federal case law

Aniya Dunkley

From facilitation to train the trainer in delivering a bully-free workplace program

Susan Coldwell, Zita Hildebrand, Joan Jessome

## Health

Association between Post Traumatic Embitterment Disorder (PTED) and workplace bullying: Findings from an empirical study

Isil Karatuna, Sibel Gok

Harassment and depression in Japanese workplace

Kaori Nagao

Workplace violence and health: Does resilience moderate outcomes?

Kathrin Waschgl, Mariano García Izquierdo, José Ruiz Hernández, Bartolomé Llor Esteban

Neutralization of the effect of being harassed: Development of the scale and examination of the factor structure

Yusuke Naganuma, Kyoko Fujino

## Intervention

Supervisor workplace stress and abusive supervision: The buffering effect of exercise

James Burton, Jenny Hoobler, Melinda Scheuer

“The view from the tower- adversarial vs collaborative solutions in dealing with complaints of workplace bullying”

Evelyn Field

A layered, long term intervention to create organizational change- an effective response to workplace bullying?

Pam Farmer

Campaign about prevention of bullying from the Knowledge Center of Working Environment in DK

Rikki Hørsted

Challenges of regulating workplace bullying: The safety respons  
Andrew Morgan, Nigel Docker

Backlash prevention of perpetrators: is it possible?  
Willeke Bezemer

Workplace bullying, and union role in restorative practices  
Susan Coldwell, Joan Jessome, Zita Hildebrand

Action protocol in the event of workplace harassment  
María del Carmen Rodríguez Pérez

The Danish Working Environment Authority (DWEA) - hotline on bullying in the workplace  
Tom Hansen, Karsten Refsgård, Lars Christian Drewsen Lidsmoes

A bullied person's development after participation in a rehabilitation project  
Nikoline Frost, Annie Hogh

**Session 15: Law**

**Chair: GullBritt Rahm**

**15:00 – 16:45** Auditorium, 22.0.19

Combining legal and psychological perspectives to handling bullying and harassment at the workplace  
Harald Pedersen, Ståle Einarsen

Bullying behaviour in different countries: A comparison between law suits in Italy, Germany and Austria  
Harald Ege

Moral harassment legislation in Colombia  
Laura Porras

A longitudinal analysis of how employment tribunals in the UK understand and mediate bullying and harassment issues  
Roger Walden

How French labour law contribute to wellbeing at work through employer's liability?  
Loïc Lerouge

**Session 16: Risk/Leadership**

**Chair: Angelo Soares**

**15:00 – 16:45** Auditorium, 25.01.53

Leadership and fulfillment of the three basic psychological needs at work  
Hilde Hetland, Jørn Hetland, Cecilie Andreassen, Ståle Pallesen, Guy Notelaers

A qualitative analysis of management responses to workplace bullying in the UK healthcare sector  
Chris Woodrow, David Guest

Authoritarian leadership acting in a propitious cultural environment: a perfect combination of ingredients for bullying to happen in the organizational environment

Miriam Rodrigues

Nuances in destructive leadership behaviour

Anders Skogstad, Guy Notelaers, Ståle Einarsen

**Session 17: Bystanders**

**Chair: Noreen Tehrani**

**15:00 – 16:45**

*Christian Hansen Auditorium, Building 34*

Workplace relationships and managerial ideology as determinants of bystander behaviour

Premilla D’Cruz, Ernesto Noronha

The influence of co-workers in a target’s workplace bullying experience

Paula Saunders, Jane Goodman-Delahunty

Ethics, empathy and employment - creating a compassionate workforce

Noreen Tehrani

Bystanders in workplace bullying: Roles, impact and responsibilities

Megan Paull, Maryam Omari

Bullies as actors in bullying

Charlotte Bloch

**Session 18: Risk/Work environment**

**Chair: Denise Salin**

**15:00 – 16:45**

*Auditorium, 18.01.11*

HR in the crossfire: An exploration into the role of human resources and workplace bullying

Teresa A. Daniel

The relationship between role stressors and exposure to workplace bullying - A prospective study of Norwegian employees

Iselin Reknes, Bjørn Lau, Ståle Einarsen, Stein Knardahl

Risk factors of workplace bullying: the role of the physical work environment, type of work contract and compensation system

Denise Salin, Aino Tenhiälä

Workplace bullying, job demand-control and the role of social support and coping in reducing symptoms of Post Traumatic Stress Disorder

Laura Francioli, Annie Høgh, Paul Maurice Conway, Giovanni Costa, Åse Marie Hansen

Workplace bullying and organizational change: The case of layoff procedures

Ernesto Noronha, Premilla D’Cruz

**General Assembly IAWBH**

**17:00 – 18:00**     *Chr. Hansen Auditorium, Building 34*

**Boat Trip to Hotel Admiral**

**19:00 – 19:30**     *Gammel Strand*

**Conference Dinner: Hotel Admiral**

**19:30 - ?**             *Toldbodgade 24-28, 1253 København K*

**15 June 2012**

**Keynote: Dr. Laura Crawshaw, PhD, Boss Whispering Institute**  
*Sad, Angry & Hopeful: Reflections From the Front*

**9:00 – 9:45**      *Chr. Hansen Auditorium, Building 34*

**Coffee**

**9:45 – 10:15**      *Lobby, Building 34*

**Session 19: Identifying/Measuring**      **Chair: Carlo Caponecchia**

**10:15 – 12:15**      *Christian Hansen Auditorium*

Vertical and lateral workplace bullying in nursing: Development of the Hospital Aggressive Behaviour Scale (HABS-CS)

Kathrin Waschgler, José Ruiz Hernández, Bartolomé Llor Esteban, Mariano García Izquierdo,

Quantifying the risk: Adding severity to frequency measures of workplace bullying  
Carlo Caponecchia, Anne Wyatt

Exploring the efficacy of an enhanced weighting and scoring structure of the Negative Acts Questionnaire-Revised (NAQ-R)

Jane Murray, Sara Branch

Workplace incivility in public education

Joshua Powell

Exploring the culture of bullying at work through focus groups

Wendy Bloisi, Hazel Mawdsley

Workplace bullying in a professional environment: Perspectives of legal practitioners

Maryam Omari, Megan Paull

**Session 20: Health**

**Chair: Ståle Einarsen**

**10:15 – 12:15**      *Auditorium, 1.1.18*

Self-image as a moderator of the relationship between exposure to acts of workplace bullying and negative affect - a diary study among naval officers

Ståle Einarsen, Jørn Hetland, Arnold Bakker, Olav Kjellefold Olsen

Health outcomes and personality: Differences between workplace bullying and other occupational stressors

Silvia Punzi, Giovanna Castellini, Giovanni Costa

Gender and workplace bullying: Examining men's experiences

Sue O'Donnell

The buffering effects of resilience and worksite social support for the association between workplace bullying and psychological distress

Kanami Tsuno, Norito Kawakami

The risk of newly - onset depression according to the proportion of employees witnessing workplace bullying

Maria Gullander, Jens P. Bonde, Annie Høgh, Åse Marie Hansen, Roger Persson, Henrik Kolstad, Jette F. Thomsen, Morten Willert, Ole Mors

**Session 21: Intervention**

**Chair: Darcy McCormack**

**10:15 – 12:15** Auditorium, 18.01.11

Towards a better practice through courage, honesty and fairness

Tom Mårup

Preventing and managing bullying in workplace settings

Margaretha K. Strandmark, Ingrid Rystedt, Gun Nordström, Bodil Wilde-Larsson, GullBritt Rahm

Addressing workplace bullying: Are Employee Assistance Programmes (EAPs) the way forward?

Hazel Mawdsley, Duncan Lewis, Martyn Jarvis

Evaluation of drama-based training to address workplace bullying

Madeline Carter, Neill J. Thompson

Job intervention part of rehabilitation project concerning targets of workplace bullying

Inger Lise Eriksen-Jensen

Organisational sequestering of workplace bullying: Adding insult to injury

Alison Thirlwall, Theodore E. Zorn

**Session 22: Risk**

**Chair: Elfi Baillien**

**10:15 – 12:15** Auditorium, 25.01.53

Workplace harassment in Mexican state universities- incidence and risk factors

Veronika Sieglin

Conflicts and conflict management styles as precursors of workplace bullying: A two-wave longitudinal study

Elfi Baillien, Katalien Bollen, Martin Euwema, Hans De Witte

Workplace bullying: The cumulative effect of organizational risk factors among various risk groups

Eleni Apospori

Individual- and group-level effects of social identification on workplace bullying

Jordi Escartín, Johannes Ullrich, Dieter Zapf, Elmar Schlüter, Rolf Van Dick



Doing “sensitive” research - some ethical and methodological issues  
Declan Fahie

Understanding and identifying systemic racism in the workplace  
Carol Agoos

### **Closing of Conference**

**12:20 – 13:00**     *Chr. Hansen Auditorium, Building 34*

Presentation of the venue of the 9th International Conference

### **Lunch**

**13:00 – 14:00**     *University Café, Building 5*

