

# BULLYING2018 Draft Schedule

\* To be confirmed

	<b>Tuesday 5th June Morning – Preconference</b> ( <i>Venue: Pôle Juridique et Judiciaire, 35 place Pey Berland</i> )			
	<b>Special Interest Groups (SIGs) meetings, start à 10h00</b> - Organisational influences and bystanders, <i>room 1K</i> ; - Risk Management, <i>room 1L</i> ; - Legal, <i>Salon d'honneur</i> ; - Therapists, <i>room 3B</i> . <b>International PhD worshop, 9:00-16h30, auditorium Ellul.</b>			
<b>Time</b>	<b>Wednesday 6th June Morning</b> ( <i>Venue: Palais de la Bourse</i> )			
8:00-8:45	<b>Registrations</b>			
8:45-9:45	<b>Welcome and opening address</b> (Plenary auditorium) Premilla D’Cruz, <i>President of IAWBH</i> ; Christine, Moebis*; Regional Council of Nouvelle-Aquitaine; Slimane Laoufi, <i>Défenseur des Droits</i> ; Dean Lewis, <i>Vice-President of the University of Bordeaux in charge of human resources</i> ; Isabelle Daugareilh, Director of COMPTRESEC, Régis Malet, Director of LACES, Marc Mainguené, <i>Anthony Mainguené Foundation</i> , Loïc Lerouge & Marie-France Hirigoyen, <i>Co-chair of Bullying2018 Conference</i>			
9:45-10:00	Tea/Coffee Break			
10:00-10:45	<b>Keynote 1 – Anne-Marie Laflamme</b> , University of Laval, Canada Plenary auditorium – Chair Loïc Lerouge, COMPTRESEC UMR 5114 CNRS-University of Bordeaux <i>Legal Approaches to Psychological Harassment at Work: Reflection on a Multidimensional Problem</i>			
10:50-11:50	<b>Stream 1</b> <i>Prevention and Intervention</i> <b>Sara Branch</b> <i>Auditorium Jean Touton</i>  1. Workplace Bullying: “The Elephant in the Environment” <i>Mcleay Maree, Social Workers Registration Board, New Zealand</i>  2. Identifying bullying behaviours or promoting wellbeing and good behaviour: the example of the Methodist Church in the UK. <i>Lee Anne, University of Oxford, UK</i>	<b>Stream 2</b> <i>Legislation and compensation</i> <b>Rachel Cox</b> <i>Salle Gabriel 1</i>  1. Harassment, moral harassment and sexual harassment: the legal concept of harassment in the workplace under the Portuguese labor code <i>Vieira Borges Isabel, University of Lisbon, Portugal</i>  2. Statutory Regulation of Workplace Bullying in China <i>Li Mankui, Southwest University of Political Science and Law</i>	<b>Stream 3</b> <i>Work environment</i> <b>Helge Hoel</b> <i>Salle des commissions</i>  1. Bullying in the work environment: the coherence (or not) of speech and practice <i>Rodrigues Miriam, Brito André, Freitas Vinicius, Dagostini Sofia, Vieira Catherine, Mackenzie Presbyterian University, Brazil</i>  2. Is the changing landscape of Australian academia creating fertile grounds for workplace bullying? <i>Manish Sharma, Omari Maryam, Pooley Julie Ann, Brown Kerry, Edith Cowan University, Australia</i>	<b>Stream 4</b>  <i>Plenary Auditorium</i>  <b>Invited symposium 1</b> <i>(75 minutes =&gt; 10:50-12:05)</i> Chaired by <b>Annie Høgh, University of Copenhagen, Denmark</b> <i>Exploring the group dynamics involved in bullying at work</i>

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	<p>3. Ensuring culturally safe workforces and workplaces for First Nations people <i>Hammond Sabine, Australian Catholic University, Australia</i></p>	<p>3. Bullying of workers with disabilities: exploring regulatory factors that may lead to targeting of the disabled <i>Lippel Katherine, University of Ottawa, Cox Rachel, UQAM, Canada</i></p>	<p>3. Workplace ill-treatment in Ireland: findings from the Irish Workplace Behaviour Study <i>Hogan Victoria, National University of Ireland, Galway Ireland, Lewis Duncan, Plymouth University, UK MacCurtain Sarah, Mannix-Mcnamara Patricia, University of Limerick, Ireland, Pursell Lisa, Hodgins Margaret, National University of Ireland, Galway Ireland.</i></p>	<p>Workplace Culture: a fundamental and overlooked predictor of workplace bullying <i>Mille Mortensen, University of Copenhagen</i></p> <p>A case study of the dynamics involved in the development and management of bullying in a minimum-security prison <i>Eva Gemzøe Mikkelsen, Aalborg University, Denmark</i></p> <p>The individual, group and organizational dimensions of depersonalized bullying at work: Etiologies, outcomes and processual dynamics <i>Premilla D’Cruz and Ernesto Noronha Indian Institute of Management Ahmedabad, India</i></p> <p>Whistleblowing and workplace bullying: The role of leaders, as seen from psychology and law <i>Brita Bjørkelo &amp; Birthe Eriksen, Norwegian Police University College &amp; Guide Advokat AS, Denmark</i></p>
11:50-12:50	<p><b>Stream 1</b> <i>Prevention and Intervention</i> <b>Kate Blackwood</b> <i>Auditorium Jean Touton</i></p> <p>1. Learning from interventions: features of workplace bullying interventions and mediations <i>Danielle Platt, Julie-Anne McDougall, Peel HR Pty Ltd, Caponecchia Carlo, University of New South Wales, Australia</i></p> <p>2. From Abrasive to Impressive: Executive coaching as an intervention with abrasive leaders <i>Harrison Lynn, Saybrook University, USA</i></p> <p>3. Reflections of the Basque Observatory on bullying with regard to the use of procedures to approach conducts of bullying and harassment at work <i>Velazquez Manuel, Marcos Juan Ignacio, Basque Observatory on Bullying and Discrimination, Spain</i></p>	<p><b>Stream 2</b> <i>Legislation and compensation</i> <b>Christelle Mazza</b> <i>Salle Gabriel 1</i></p> <p>1. Twenty years of regulating workplace bullying in Australia <i>Barron Oonagh, Consultant, Australia</i></p> <p>2. Moral harassment in the workplace as a new form of labour exploitation: a perspective from the Spanish law <i>Arrieta Idiakéz Francisco Javier, University of Deusto, Spain</i></p> <p>3. Workplace bullying in South Korea: Focusing on ruling decisions of the courts and the labor relations committees <i>Park Sookyung, Lee John, Hankuk University of Foreign Studies, South Korea</i></p>	<p><b>Stream 3</b> <i>Work environment</i> <b>Bevan Catley</b> <i>Salle des commissions</i></p> <p>1. Not Bullying but Abrasive Management: Supreme Court Awards AUD \$625,000 <i>Webster Penelope, Police Registration and Services Board, Victoria, Australia</i></p> <p>2. Prevalence, forms of manifestation and facilitating factors of workplace violence, and their effects on mental health in salaried population in Chile, addressing social and gender inequalities <i>Ansoleaga Elisa, Universidad Diego Portales, Chile</i></p> <p>3. The not-so-silent masses: The role of moral disengagement in explaining bystander behaviour in workplace bullying <i>Ng Kara, Hoel Helge, Niven Karen, University of Manchester, UK</i></p>	
12:50-14:15	<b>Lunch Break</b>			

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Time	Wednesday 6th June Afternoon (Venue: Palais de la Bourse)			
14:15-15:15	<p style="text-align: center;"><b>Stream 1</b> <i>Legislation and compensation</i> <b>Katherine Lippel</b> Auditorium Jean Toutou</p> <p>1. Psychological harassment at work. Crossed views from the therapist and the legislator <i>Michel Stephane, Saielli Philippe, University of Valenciennes et du Hainaut, France</i></p> <p>2. Tribunal Scrutiny of Targets' Behaviour with Respect to Reporting of Psychological Harassment - A Québec Study. <i>Cox Rachel, UQAM, Canada</i></p> <p>3. The regulation of harassment in collective agreements <i>Djamil Tony Kahale Carrillo, Distance University of Madrid, Spain</i></p>	<p style="text-align: center;"><b>Stream 2</b> <i>Identifying and measuring</i> <b>Ria Deakin</b> Salle Gabriel 1</p> <p>1. Forcing: An unchartered form of workplace abuse <i>Bozionelos Nikos, EM LYON Business School, France</i></p> <p>2. Social and juridical construction of mobbing, bullying and moral harassment, a comparison between three countries (Great Britain, Sweden and France) <i>Loriol Marc, IDHES Université Paris 1 Panthéon-Sorbonne, France</i></p> <p>3. Application of Latent Class Analysis to Measure Workplace Bullying in Russian Federation <i>Visockaite Gintare, University of Surrey, UK, Andreas Liefoghe, University of London, UK, Andrey Lovakov, National Research University, Russia</i></p>	<p style="text-align: center;"><b>Stream 3</b> <i>Risk Factors</i> <b>Declan Fahie</b> Plenary Auditorium</p> <p>1. Harassment, Surveillance and Resistance in the NHS; A Foucauldian Analysis <i>Leaver Nancy, Manchester University, UK</i></p> <p>2. Bullying in Public Hospital <i>Granger Bernard, Paris Descartes University, France</i></p> <p>2. Exposure to negative acts at work and self-labelling as a victim of workplace bullying: The moderating role of previous victimization experiences <i>Hoprekstad øystein Løvik, Hetland Jørn, Einarsen Ståle, University of Bergen, Norway</i></p>	<p style="text-align: center;"><b>Stream 4</b> 14:15-16:15 Salle des commissions</p> <p><b>Workshop 1</b> Presented by <b>Rankin-Horvath Elizabeth</b> <i>Hale Health and Safety Solutions Ltd, Canada</i></p> <p>Using the National Standard of Canada on Psychological Health and Safety in the Workplace to Prevent and Address Workplace Bullying and Harassment</p>
15:20-16:20	<p style="text-align: center;"><b>Stream 1</b> <i>Sexual harassment, gender issues and discrimination</i> <b>Alexandre Charbonneau</b></p>	<p style="text-align: center;"><b>Stream 2</b> <i>Identifying and measuring</i> <b>Tony Winefield</b> Salle Gabriel 1</p>	<p style="text-align: center;"><b>Stream 3</b> <i>Work environment</i> <b>Neill Thompson</b> Plenary Auditorium</p>	

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	<p style="text-align: center;"><b>Auditorium Jean Touton</b></p> <p>1. Morocco's legal framework relevant to harassment against women <i>Tajini Fatima, University of Ottawa, Canada</i></p> <p>2. Third-party reactions to sexual misconduct in the Canadian Armed Forces <i>Leblanc Manon, Department of National Defence, Canada</i></p> <p>3. Prevention and fight against the harassment at the university: an approach from the Spanish perspective <i>Villalba Sánchez Alicia, Universidad de Santiago de Compostela, Spain*</i></p>	<p>1. A new evidence-based risk assessment tool for bullying at work <i>Tuckey Michelle, University of South Australia</i></p> <p>2. Improving the regulation of workplace bullying via risk assessment: A new evidence-based tool <i>Neall Annabelle and Tuckey Michelle, University of South Australia</i> <i>Yiqiong Li, University of Queensland</i></p> <p>3. Lost in translation? Testing the NAQ-R in an African context <i>Mawdsley Hazel Amarachi Amaugo, University of South Wales, UK,</i> <i>Thirlwall Alison, University of Wollongong Dubai, Dubai</i></p>	<p>1. Australian Workplace Humour and Workplace Bullying <i>Djurkovic Nikola, Swinburne University of Technology, McCormack Darcy, University of Melbourne, Australia, Hoel Helge, University of Manchester, Salin Denise, Hanken School of Economics, Finland</i></p> <p>2. The phenomenon of Ostracism in workplace bullying and its motive within Human Service Organizations in Sweden <i>Matsson Anneli, Malmö University, Sweden</i></p> <p>3. Managing Workplace Bullying in Multicultural Contexts: The impact of Social Identity and Social Categorization <i>Baghestani Mahshid, Thirlwall Alison, University of Wollongong in Dubai, Dubai</i></p>	
16:20-16:45	Tea/Coffee Break <b>POSTERS SESSIONS</b>			
16:45-17:45	<p style="text-align: center;"><b>Stream 1</b> <i>Prevention and Intervention</i> <b>Elisabeth Rankin Horvath</b> <b>Auditorium Jean Touton</b></p> <p>1. Acts of workplace violence against paramedic students. Why don't they report it? <i>Boyle Malcolm, Wallis Jaime, Griffith University, Australia</i></p> <p>2. Too hard basket: Relegating Employee Assistance Programs to managing Workplace Bullying and Harassment in Australia <i>Lockhart Pamela, Bhanugopan Ramudu, Charles Sturt University, Australia*</i></p>	<p style="text-align: center;"><b>Stream 2</b> <i>Work Environment</i> <b>Alison Thirlwall</b> <b>Salle Gabriel 1</b></p> <p>1. Changing the work environment to support bullied men <i>Macintosh Judith, University of New Brunswick, Canada</i></p> <p>2. Simulation analysis for Leadership Ostracism's Ripple Effect based on System Dynamics: The Role of Competition and Organizational Politics <i>Zhao Mengchu, Chen Zhixia, Huazhong University of Science &amp; Technology, China</i></p>	<p style="text-align: center;"><b>Stream 3</b> <i>Identifying and measuring</i> <b>Stephen Teo</b> <b>Salle des commissions</b></p> <p>1. Becoming and being bullied: A sensemaking perspective <i>Spencer Leighann, University of Liverpool</i></p> <p>2. Hümappi, for a better quality of life in the workplace <i>Martin Shawn, Chalifoux Luc, Les Consultants Humà Experts<sup>2</sup> Inc., Canada</i></p> <p>3. Job demands and New Public Management: A case of bullying and harassment in a UK Ambulance Service <i>Duncan Lewis, Plymouth University,</i></p>	<p style="text-align: center;"><b>Stream 4</b> <i>Sexual harassment, gender issues and discrimination</i> <b>Katherine Lippel</b> <b>Plenary Auditorium</b></p> <p>1. Basic Bullying with a Racist Slant? Discourses of Workplace Bullying in the United States' Nursing Profession <i>Johnson Susan, University of Washington</i></p> <p>2. The Results of a Mixed Study on Cultural and Identity Dimensions of Gender-based Aggression in Skilled Trades Occupations <i>Cloutier Geneviève, Université de Montréal, Canada*</i></p>

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	3. Over Policed and Under Protected: the problematics of policy in workplace bullying <i>Mannix-McNamara Patricia, University of Limerick, Hodgins Margaret, Hogan Victoria, Pursell Lisa, National University of Ireland, Galway, Ireland,</i>	3. The importance of the work environment for Workplace Ill Treatment <i>Hodgins Margaret, Hogan Victoria, National University of Ireland Galway, Ireland, Pursell Lisa, National University of Ireland Galway, Mannix-McNamara Patricia, MacCurtain Sarah, University of Limerick Lewis Duncan, Plymouth University, UK</i>	<i>Diep Nguyen, Teo Stephen, Omari Maryam, Edith Cowan University, Australia</i>	3. France's New Sexual Harassment Law After Five Years: The Role of Dignity and Discrimination <i>Hebert Camille, The Ohio State University Moritz College of Law, USA</i>
17:50-18:50	<p style="text-align: center;"><b>Stream 1</b> <i>Prevention and Intervention</i> <b>Michelle Tuckey</b> <i>Auditorium Jean Touton</i></p> <p>1. Management competencies for managing and preventing workplace bullying <i>Blackwood Kate, D'Souza Natalia, Bentley Tim, Catley Bevan, Kingston University, Massey University, New Zealand, Yarker Joanna Kingston University, UK</i></p> <p>2. Workplace bullying exposure and prevention in correctional nursing <i>El Ghaziri Mazen, University of Massachusetts Lowell, USA</i></p> <p>3. Strategies of Newly Licensed Nurses to Prevent and Mitigate Workplace Bullying <i>Gillespie Gordon, Galloway Emily, University of Cincinnati, Grubb Paula, National Institute for Occupational Safety and Health, USA</i></p>	<p style="text-align: center;"><b>Stream 4</b> <i>Work environment</i> <b>Marie-France Hirigoyen</b> <i>Salle Gabriel 1</i></p> <p>1. Cultural Health and Bullying: Developing and Maintaining Well-Being and Engagement <i>Baldini Alexina, Baldini Nerio, Enable Workplace Consulting, Australia</i></p> <p>2. The effects of work factors on bullying: Evidence from France <i>Bouville Grégor, Campoy Eric, University of Paris-Dauphine, France</i></p> <p>3. Demi-Gods and Spinning tops': Workplace Bullying and Power Culture <i>Hodgins Margaret, Hogan Victoria, Pursell Lisa National University of Ireland Galway, Ireland, Mannix-McNamara Patricia, MacCurtain Sarah, University of Limerick, Lewis Duncan, Plymouth University, UK</i></p>	<p style="text-align: center;"><b>Stream 3</b> <i>Identifying and measuring</i> <b>Carlo Caponecchia</b> <i>Salle des commissions</i></p> <p>1. The effect of supervisor Dark Triad and compassion on employee reports of abusive supervision <i>Burton James, Barber Larissa, De Bruin Rushika, Northern Illinois University, USA</i></p> <p>2. Assessment of Workplace Bullying: Reliability and Validity of an Arabic Version of the Negative Acts Questionnaire-Revised <i>Makarem Nisrine, American University of Beirut, Libanon</i></p> <p>3. Cultural influences of Bullying in Nigerian Workplaces <i>Amarachi Amaugo, Mawdsley Hazel, University of South Wales, UK, Thirlwall Alison, University of Wollongong Dubai, Dubai</i></p>	
19:00-20:00	<b>Welcoming Cocktail</b> at <u>Bordeaux City Hall</u> ; Welcome address by Mr. Marik Fétouh, Deputy Mayor of Bordeaux in charge of discrimination			
20:00	<b>SIG Dinners for SIG members</b>			

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Time	Thursday 7 <sup>th</sup> June Morning (Venue: Palais de la Bourse)			
8 :00-8 :45	<b>Registrations</b>			
8:45-9:45	<p style="text-align: center;"><b>Stream 1</b> <i>Legislation and compensation</i> <b>Manuel Velasquez</b> Auditorium Jean Touton</p> <p>1. Warning Signs: The Murder of Lori Dupont and Connecting Harassment and Violence for Occupational Health and Safety <i>Jessup Sarah, Trent University, Canada</i></p> <p>2. The codes of good conduct for preventing and combating workplace harassment (under Portuguese labor code: the recent law n. 73/2017, 16<sup>th</sup> August) <i>Vieira Borges Isabel, University of Lisbon, Portugal</i></p> <p>3. Bullying and silencing by the law <i>Ballard Allison, Eastea Patricia, University of Camberra, Australia</i></p>	<p style="text-align: center;"><b>Stream 2</b> <i>Health effects and rehabilitation</i> <b>Eva Gemzoe Mikkelsen</b> Salle Gabriel I</p> <p>1. Psychological support for workplace bullying victims <i>Urdih Lazar Tanja, University Medical Centre Ljubljana, Slovenia</i></p> <p>2. A three-wave study: The role of Perseverative Cognition between Workplace Bullying and its Health &amp; Well-being Impact <i>Mokhtar Daniella, University of Sheffield, UK</i></p> <p>3. Tears and Bullying in the Workplace <i>Soares Angelo, UQAM, (Canada)</i></p>	<p style="text-align: center;"><b>Stream 3</b> <i>Risk Factors</i> <b>Mats Glambeck</b> Salle des commissions</p> <p>1. Transformation from interpersonal mistreatment into corporate violence <i>Lundell Susanna, University of Turku, Finland</i></p> <p>2. Effects of beliefs in a just world and supervisor support on Burnout through Bullying <i>Desrumaux Pascale, University of Lille 3, France</i></p> <p>3. Precarious employment and workplace harassment and discrimination <i>Grubb Paula, Ray Tapas, Bhattacharya Anasua, Roberts Rashaun, Grosch James NIOSH, USA</i></p>	<p style="text-align: center;"><b>Stream 4</b> <i>Role of social actors</i> <b>Florencia Peña</b> Plenary Auditorium</p> <p>1. Workplace Harassment. The role of NGOs in Latin America and the Caribbean. <i>Mancini Karina Andrea, Ambiente Laboral Libre de Violencias Asoc. Civil, Argentina</i></p> <p>2. Impacts of social representations on victimization (also self-victimization) and denial of the victim status in case of harassment in the workplace <i>De Septenville Amandine, PSY Sud-Ouest, France</i></p> <p>3. Bully by Proxy: Using Subordinates as Henchmen to facilitate workplace bullying <i>Hollis Leah, Patricia Berkly LLC, USA</i></p>
9:45-10:10	Tea/Coffee Break <b>POSTERS SESSIONS</b>			
10:10-10:55	<b>Keynote 2 – Florencia Peña</b> , National Institute of Anthropology and History, Mexico Plenary auditorium – Chair Philippe Martin, COMPTRASEC UMR 5114 CNRS-University of Bordeaux <i>Bullying in Latin America. Insights from the Iberoamerican Conferences</i>			
11:00-12:00	<p style="text-align: center;"><b>Stream 1</b> <i>Prevention and Intervention</i> <b>Nikos Bozionelos</b> Auditorium Jean Touton</p> <p>1. The efficacy of a tailored health and wellbeing educational intervention and</p>	<p style="text-align: center;"><b>Stream 2</b> <i>Sexual harassment, gender issues and discrimination</i> <b>Angelo Soares</b> Salle Gabriel I</p> <p>1. Bullying: a form or a mode of discrimination in workplaces? <i>Zragua Fatma, Centre d'étude en droit des affaires et gestion, France</i></p>	<p style="text-align: center;"><b>Stream 3</b> <i>Ethics</i> <b>Christiane Kreitlow</b> Salle des commissions</p> <p>1. Investigation of harassment: the delicate position of the external consultant <i>Tarhouny Nina, Institut de recherche interdisciplinaire sur les enjeux sociaux, Institut</i></p>	<p style="text-align: center;"><b>Stream 3</b> Plenary Auditorium</p> <p><b>Invited symposium 2</b> (75 minutes =&gt; 11:00-12:15) Chaired by <b>Stephen Teo, Maryam Omari, Kate Blackwoods</b></p>

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	<p>support services delivered to Australian Paramedic Students <i>Wallis Jaime, Boyle Malcolm, Griffith University, Australia</i></p> <p>2. Proving the “he said, she said” workplace harassment complaint: A Canadian perspective <i>Burr Catherine, University of Western Ontario, Canada</i></p> <p>3. The workplace bullying in Colombia: reflections from its preventive dimension <i>Escobar Pérez Billy, Fernández M. Mónica L., Institución Universitaria Politécnico Granacolombiano, Colombia</i></p>	<p>2. The interaction between organizational climate, culture, and sexual harassment: a cause and effect question in working environment <i>Al Muala Imad, Amman Arab University, Jordan, Berry Peggy, Thrive At Life: Working Solutions, USA, Alshuaibi Ahmad, University Utara, Malaysia</i></p> <p>3. Differences in workplace bullying between lesbian, gay, bisexual, transgender, and heterosexual employees <i>Kuyper Lisette, the Netherlands for Social Research, University of Amsterdam, Henny Bos, University of Amsterdam Netherlands</i></p>	<p><i>international de gestion des crises humaines, France</i></p> <p>2. The effect of bystanders’ support of targets of workplace incivility on observers’ intentions to help <i>De Waal-Andrews Wendy, Pouwelse Mienke, Open University of the Netherlands</i></p>	<p><i>Work Organization factors in bullying and ill-treatment risk in public sector organisations</i></p> <p><i>In progress</i></p>
12:05-12:45	<p><b>Stream 1</b> <i>Prevention and Intervention</i> <b>Darcy McCormack</b> <i>Auditorium Jean Touton</i></p> <p>1. Mobbing and gossip: tools for work management? <i>Ana Carolina Lemos Pereira, Aparecida Mari Iguti, Márcia Hespanhol, University of Campinas, Bernardo, Pontifical Catholic University of Campinas, Brazil</i></p> <p>2. Polish model for the protection of workers against psychological violence in the workplace in the age of precarious forms of employment <i>Gajda Mateusz, University of Łódź, Poland</i></p>	<p><b>Stream 2</b> <i>Sexual harassment, gender issues and discrimination</i> <b>Skye Saunders</b> <i>Salle Gabriel 1</i></p> <p>1. Sexual Harassment as Systemic Discrimination <i>Agocs Carol, Department of Political Science, University of Western Ontario, Canada</i></p> <p>2. A sexological view on sexual harassment <i>Bezemer Willeke, Bezemer Kuiper &amp; Schubad, Netherlands</i></p> <p>3. Workplace bullying, disability and chronic ill-health <i>Deakin Ria, University of Huddersfield, Lewis Duncan, University of Plymouth, McGregor Frances-Louise, University of Huddersfield, UK</i></p>		
12:45-14:00	<b>Lunch Break</b>			

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<b>Time</b>	<b>Thursday 7<sup>th</sup> June Afternoon</b> (Venue: Palais de la Bourse)			
14:00-15:00	<p style="text-align: center;"><b>Stream 1</b> <i>Legislation and compensation</i> <b>Anne-Marie Laflamme</b> Auditorium Jean Touton</p> <p>1. Understanding recent changes on Portuguese legal framework on workplace harassment: problems concerning proof and compensation <i>Ribeiro Costa Ana Cristina, Universidade Católica Portuguesa, Portugal</i></p> <p>2. Violence in the workplace in the context of collective labor relations <i>Laviolette Sandrine, University of Bordeaux, France</i></p> <p>3. The rule of law and investigations on bullying at work <i>Kuiper Alie, Bezemer Kuiper &amp; Schubad, Netherlands</i></p>	<p style="text-align: center;"><b>Stream 2</b> <i>Health effects and rehabilitation</i> <b>Mazen El Ghaziri</b> Salle Gabriel 1</p> <p>1. Thinking differently? Personality Traits of Victims of Workplace Bullying <i>Kreitlow Christiane, Clinical Psychologist Psychotherapist, France</i></p> <p>2. Workplace bullying in Sweden: a randomized representative sample of the Swedish workforce <i>Rosander Michael, Blomberg Stefan, Linköping University, Sweden</i></p> <p>3. The linguistics of workplace bullying. Issues for a pragmatics-based theory of criminal genre <i>Guillén-Nieto Victoria, University of Alicante, Spain, Dieter Stein Heinrich-Heine, University of Düsseldorf, Germany</i></p>	<p style="text-align: center;"><b>Stream 3</b> <i>Prevention and Intervention</i> <b>Nicola Djurkovic</b> Plenary Auditorium</p> <p>1. Understanding incivility and the escalation of violence at work <i>Moro Bueno Mendonça Juliana, UQAM, Canada</i></p> <p>2. The Individual Behavior Modification Program for Perpetrators of Power-harassment in Workplace in Japan <i>Shimura Midori, Okada Yasuko, Cuore C Cube Co., LTD, Japan</i></p> <p>3. Implementation Success Factors for Workplace Bullying Interventions: Subject Matter Experts Assessment using a Delphi design. <i>Branch Sara, Griffith University, Caponecchia Carlo, University of New South Wales, Murray Jane Bond University, Australia</i></p>	<p style="text-align: center;"><b>Stream 4</b> 14:00-16:00  Salle des commissions</p> <p style="text-align: center;"><b>Workshop 2</b> Presented by <b>Donna Clark Love</b> <i>Bullying educator, Speaker, Trainer, USA</i></p> <p style="text-align: center;"><i>How to Address, Manage, Prevent and Mitigate Incidences of Cyber Bullying, Cyber Stalking, and Other Forms of Electronic Harassment</i></p>
15:05-16:05	<p style="text-align: center;"><b>Stream 1</b> <i>Legislation and compensation</i> <b>Sandrine Laviolette</b> Auditorium Jean Touton</p> <p>1. Criminal policies with regards to workplace bullying: which follow-up in the French law? <i>Saada Rachel, Lawyer, Paris, France</i></p>	<p style="text-align: center;"><b>15:05-15:40 Stream 2</b> <i>Health effects and rehabilitation</i> <b>Evelyn Field</b> Salle Gabriel 1</p> <p>1. An introduction to the diagnosis and treatment of workplace bullying targets.</p>	<p style="text-align: center;"><b>Stream 3</b> <i>Risk Factors</i> <b>Annie Hogh</b> Plenary Auditorium</p> <p>1. Workplace bullying, enterprise size, small enterprise, health</p>	

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	<p>2. Disciplinary Proceedings, Bullying, Common Law Action, Ireland and England and Wales <i>Connolly Ursula, National University of Ireland, Ireland</i></p> <p>3. How to Identify Workplace Bullying. Example from a Court Transcript <i>Gregersen Jan, Oslo and Akershus University, Norway</i></p>	<p><i>Field Evelyn, Psychologist, Australia, Patricia Ferris, Calgary Psychology Group, Canada</i></p> <p>2. After a return to works, how to take care daily of yourself? <i>Seznec Jean-Christophe, Psychiatrist, France</i></p>	<p><i>Rasclé Nicole, Laberon Sonia, Pouyaud Jacques, University of Bordeaux</i> <i>Lagabrielle Christine, University of Toulouse 2</i> <i>Ntsame Sima Murielle, Université de Grenoble-Alpes</i> <i>Encrenaz, Bordeaux Public Hospital</i></p> <p>2. Negative emotionality, ruminations and poor working conditions as predictors of exposure to workplace bullying <i>Gamian-Wilk Malgorzata, Madeja-Bien Kamila, University of Wroclaw, Poland</i></p> <p>3. Relationships between those experiencing and perpetrating workplace ill treatment <i>Pursell Lisa, Hogan Victoria National University of Ireland, Galway, Ireland, Lewis Duncan, University of Plymouth, UK, MacCurtain Sarah, Mannix-McNamara Patricia, University of Limerick, Ireland, Hodgins Margaret, National University of Ireland, Galway, Ireland</i></p>	
16:05-16:30	<p>Tea/Coffee Break <b>POSTERS SESSIONS</b></p>			
16:30-17:15	<p><b>Keynote 3 – Alain Ehrenberg, CNRS</b> Plenary auditorium – Chair, Dr Marie-France Hirigoyen, Psychiatrist <i>What do we talk about when we talk about mental health?</i></p>			
17:30-18:30	<p><b>IAWBH General Assembly</b> <i>Plenary Auditorium</i></p>			
19:45	<p><b>Departure by bus, <u>Place des Quinconces</u>, Official Dinner at Chateau Lafitte Laguens,</b></p>			

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Time	Friday 8th June Morning			
8:00-8:45	<b>Registrations</b>			
8:45-9:45	<p style="text-align: center;"><b>Stream 1</b> <i>Prevention and Intervention</i> <b>Michelle Tuckey</b> Auditorium Jean Touton</p> <p>1. Addressing the bullying of trainee doctors: A pre/post evaluation of an organisational intervention <i>Carter Madeline, Neill Thompson, Northumbria University</i></p> <p>2. Workplace bullying and the social support from co-workers and leaders? A three-way interaction and the effect on health <i>Blomberg Stefan, Rosander Michael, Linköping University, Sweden</i></p> <p>3. Principles of the legal expertise in psychopathology of work <i>Pezé Marie, Réseau de consultations souffrance et travail, France</i></p>	<p style="text-align: center;"><b>Stream 2</b> <i>Identifying and Measuring</i> <b>Burcu Guneri Cangarli</b> Salle Gabriel 1</p> <p>1. Taking Bullying Off the Menu: Identifying perpetrators in the UK restaurant sector <i>Watson Alastair, Thirlwall Alison, University of Wollongong in Dubai, Dubai</i></p> <p>2. Hot and Cold Violence: A cross-cultural study of perspectives of workplace violence among Chinese and New Zealand practitioners <i>Port Zoe, Catley Bevan, Forsyth Darryl Massey University, New Zealand</i></p> <p>3. Development and validation of a reflective measurement scale of incivility <i>Itzkovich Yaviv, Kinneret Academic College, Israel, Aleksic Ana, University of Zagreb, Croatia</i></p>	<p style="text-align: center;"><b>8:45-9:25 Stream 3</b> <i>Work environment</i> <b>Morten Birkeland Nielsen</b> Salle des commissions</p> <p>1. Happy and Successful? Potential Target of Envy and Workplace Bullying <i>Mert Günerergin, Burcu Güneri Cangarli, Izmir University of Economics</i></p> <p>2. The existence of bullying in the workplace is associated with individual worker's subsequent psychological distress and intention to leave: a multilevel analysis <i>Kanami Tsuno, Wakayama Medical University, Japan, Kawachi Ichiro, Harvard T.H. Chan School of Public Health, USA, Kawakami Norito, University of Tokyo, Japan, Miyashita Kazuhisa, Wakayama Medical University, Japan</i></p>	<p style="text-align: center;"><b>Stream 4</b> <i>Sexual harassment, gender issues and discrimination</i> <b>Alison Thirlwall</b> Plenary Auditorium</p> <p>1. Uncovering the state of workplace sexual harassment upon men: Operational and subjective approaches to identify sexual harassment victims <i>Seo Yoojeong, Korea Research Institute for Vocational Education and Training, South Korea</i></p> <p>2. Women academics' experiences of workplace bullying: A South African Perspective <i>Mangolothi Brightness, Mnguni Peliwe, University of South Africa, South Africa</i></p> <p>3. Protection against sexual harassment in the workplace as a legal transplant <i>Gajda Mateusz, University of Łódź, Poland</i></p>
9:45-10:10	Tea/Coffee Break <b>POSTERS SESSIONS</b>			
10:10-10:55	<b>Keynote 4 – Manuel Velazquez</b> Plenary auditorium – Chair, Christelle Mazza, Lawyer in Paris <i>The role of work environment authorities on bullying</i>			
11:00-12:20	<p style="text-align: center;"><b>Stream 1</b> <i>Prevention and Intervention</i> <b>Margaret Hodgins</b> Auditorium Jean Touton</p>	<p style="text-align: center;"><b>Stream 2</b> <i>Ethics</i> <b>Charlotte Rayner</b> Salle Gabriel 1</p>	<p style="text-align: center;"><b>11:00-12:00 Stream 3</b> <i>Cyber bullying and ICT</i> <b>Mille Mortensen</b> Salle des commissions</p>	<p style="text-align: center;"><b>Stream 4</b> Plenary Auditorium</p> <p><b>Invited symposium 3</b> (75 minutes =&gt; 11:00-12:15)</p>

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<p>1. Recruiting and Retaining Difficult-to-Access Sample Populations: Reflections from the Field <i>Fahie Declan and McGillicuddy Deirdre, School of Education, University College Dublin, Ireland</i></p> <p>2. Psychological flexibility: a self-administered intervention <i>Austin Tay, Birkbeck College, UK*</i></p> <p>3. Prevention and Management of Workplace Bullying? A Union Approach – The Role of the OHS Bullying and Harassment Officer – Lessons Learnt Five Years On <i>Ross Alison, Australian Nursing and Midwifery Federation, Australia</i></p> <p>4. Discoveries of a Practitioner &amp; Perpetrator Coach: Exploring What Motivates Employers to Seek Help, and What Motivates Perpetrators to Bully and Change <i>Mattice Catherine, Civily Partners, USA</i></p>	<p>1. Ethical climates as predictors of attachment orientations in the workplace as relating to abusive supervision. <i>Salton Meyer Efrat, Ben Gurion University, Mikulincer Mario, Interdisciplinary Center, Drory Amos, Ben Gurion University, Israel</i></p> <p>2. Feel safe – Feel proud: Can incivility affect the ethical climate, quality of work life and pride of nurses? <i>Izkovich Yariv, Dolev Niva, Shnapper-Cohen Moran, Kinneret Academic College, Israel</i></p> <p>3. Correlates of ethical leadership on workplace negative acts and employee work attitudes: A meta-analytical review <i>Teo Stephen, Nguyen Diep, Edith Cowan University, Australia, McGhee Peter, Grant Patricia, Auckland University of Technology, New Zealand</i></p> <p>4. Are whistleblowers more dissatisfied with their job? <i>Matthiesen Stig Berge, BI Norwegian Business School, Norway*</i></p>	<p>1. Deconstruction of the private and professional face on social media – cyberbullying in working life <i>Forsell Rebecca, Malmø University, Sweden</i></p> <p>2. Understanding workplace cyberbullying: A review of what we know so far <i>Farley Samuel, University of Leeds, Coyne Iain, University of Loughborough, UK, D’Cruz Premilla, Indian Institute of Management Ahmedabad, India</i></p>	<p>Chaired by <b>Guy Notelaers, University of Bergen, Norway</b> <i>The development of workplace bullying: longitudinal and contextual approaches</i></p> <p>The role of personality in the bullying process <i>Ståle Einarsen, Iselin Reknes, University of Bergen, Bergen, Morten Birkeland Nielsen, University of Bergen, Bergen, and National Institute of Occupational Health, Oslo, Norway, Guy Notelaers University of Bergen, Norway</i></p> <p>Job demands as risk factors of exposure to bullying-related negative acts at work: The moderating role of team-level conflict management climate. <i>Zahlquist Lena, Hetland, Jørn, Skogstad Anders, University of Bergen, Norway Bakker Arnold B., Center of Excellence for Positive Organizational Psychology, Erasmus University Rotterdam, Netherlands, Einarsen Ståle, University of Bergen, Norway</i></p> <p>Black sheep welcome: A multilevel study of anti-bullying social rules as a buffer against ill treatment of prototypically peripheral work group members <i>Glambek Mats, Einarsen Ståle, Notelaers Guy, University of Bergen, Norway</i></p> <p>Workplace bullying and medically certified sickness absence: Direction of associations and the moderating role of leadership <i>Nielsen Morten Birkeland, National Institute of Occupational Health, Norway, and University of Bergen, Norway, Indregard Anne_Marthe</i></p>
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12:20-13:40

Lunch Break

Time	Friday 8th June Afternoon			
13:40-14:40	<p><b>13:45-14:25 Stream 1</b> <i>Legislation and compensation</i> <b>Jérôme Porta</b> Auditorium Jean Touton</p> <p>1. Mediation vs. rule of law <i>Mazza Christelle, Lawyer, France</i></p> <p>2. ADR: Possible Contributors to an (Unjust) Resolution of Bullying Disputes <i>Bozin Doris, Ballard Allison, Easteal Patricia, University of Camberra, Australia</i></p>	<p><b>Stream 2</b> <i>Prevention and Intervention</i> <b>Mremilla DeCruz</b> Salle Gabriel 1</p> <p>1. How recurrent patterns and policy parallelisms can drive to better regulate emerging issues in workplace bullying and harassment? <i>Williams Ivan, Universidad Carlos III de Madrid, Spain</i></p> <p>2. Explaining and Preventing Workplace Bullying by a Systemic and Communicational Approach <i>Jeoffrion Christine, Université de Nantes, France</i></p> <p>3. Preventing psychological harassment at work through enhanced occupational safety and health (OSH) management systems <i>Manal Azzi, ILO</i></p>	<p><b>Stream 3</b> <i>Coping</i> <b>Maryam Omari</b> Plenary Auditorium</p> <p>1. Stand Up, Speak Out: Stories of Victory from 23 Survivors <i>Mattice Catherine, Civility Partners, USA</i></p> <p>2. Coping with abusive supervision: The role of mindfulness <i>Burton James, Barber Larissa, Northern Illinois University, USA</i></p> <p>3. Rewriting the power dynamics of external bullying at work: The occupational dialectics of dirty work <i>Mendonca Avina, D’Cruz Premilla, Noronha Ernesto, Indian Institute of Management Ahmedabad, India</i></p>	<p><b>Stream 4</b> 13:45-15:45 Salle des commissions</p> <p><b>Workshop 3</b> Presented by <b>Marie-France Hirigoyen, Bénédicte Bravache, Skye Saunders, Rachel Cox, Elisa Ansoleaga, Ximena Diaz</b> <i>France, Chile, Canada, Australia</i></p> <p><i>Sexual harassment at work: comprehension, policies and tools for better prevention</i></p> <p><b>With the support of the ANDRH</b></p>
14:45-15:45	<p><b>Stream 1</b> <i>Legislation and compensation</i> <b>Ana Ribeiro</b> Auditorium Jean Touton</p> <p>1. Working Conditions Contextualized in Workplace Bullying Cases in Brazil: individual solutions for collective issues? <i>Paixao Julia, University of Ottawa, Canada*</i></p>	<p><b>14:45-15:25 Stream</b> <i>Cyber bullying and ICT</i> <b>Premilla DeCruz</b> Salle Gabriel 1</p> <p>1. Exploring Workplace Cyberbullying Among New Zealand Nurses</p>	<p><b>14:45-15:25 Stream 3</b> <i>Coping</i> <b>Stale Einarsen</b> Plenary Auditorium</p> <p>1. Coping with Workplace Bullying: Experiences from Ghana <i>Essiaw Mary, University of Professional Studies, Ghana</i></p>	

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	<p>2. Methods of regulating harassment: comparison between prohibition and employers' obligation to take measures <i>Shino Naito, Japan Institute for Labour Policy and Training, Japan</i></p> <p>3. The network mobbing and the new European privacy law. <i>Imbesi Antonino, Universidad de Huelva, Spain</i></p>	<p><i>D'Souza Natalia, Forsyth Darryl, Tappin David, Catley Bevan, Massey University</i></p> <p>2 Cyberbullying and neoliberal individualism <i>Ortega Mario, Universidad Autónoma Metropolitana-Xochimilco, Mexico</i></p>	<p>2. Reflections on a Muddy Pond: Former targets' accounts of coping when bullying ends <i>Thirlwall Alison, University of Wollongong in Dubai, Dubai, Mawdsley Hazel, University of South Wales, UK</i></p> <p>3. Redefining HR: A Case Study of the Evolution of the People Side of Business <i>Greenfield Marianne, Educated Effect, LLC, USA*</i></p>	
15:45-16:00	<p>Closing Ceremony <b>Carlo Caponecchia for the IAWBH, Foundation Anthony Mainguéné and Cyril Cosme (ILO - Paris Office Director)</b></p>			

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