

# BULLYING2018 Conference Detailed Programme

\* To be confirmed

Time	Wednesday 6th June Morning			
8:00-8:45	Registrations			
8:45-9:45	Welcome and opening address (Plenary auditorium)			
9:45-10:00	Tea/Coffee Break			
10:00-10:45	Keynote 1 – Anne-Marie Laflamme (Plenary auditorium) <i>Legal Approaches to Psychological Harassment at Work: Reflection on a Multidimensional Problem</i>			
10:45-11:45	<p><b>Stream 1</b> <i>Prevention and Intervention</i></p> <p>1. Workplace Bullying: “The Elephant in the Environment” <i>Mcleay Maree, Social Workers Registration Board, New Zealand</i></p> <p>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></p> <p>3. Ensuring culturally safe workforces and workplaces for First Nations people <i>Hammond Sabine, Australian Catholic University, Australia</i></p>	<p><b>Stream 2</b> <i>Legislation and compensation</i></p> <p>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></p> <p>2. Statutory Regulation of Workplace Bullying in China <i>Li Manjui, Southwest University of Political Science and Law</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, Canada</i></p>	<p><b>Stream 3</b> <i>Work environment</i></p> <p>1. The importance of the work environment for Workplace Ill Treatment <i>Hodgins Margaret, Hogan Victoria, National University of Ireland Galway, Ireland, Pursell Lisa, Mannix-Mcnamara Patricia, Maccurtain Sarah, University of Limerick, Lewis Duncan, Plymouth University, UK</i></p> <p>2. 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></p> <p>3. Is the changing landscape of Australian academia creating fertile grounds for workplace bullying? <i>Maryam Omari, Pooley Julie Ann, Brown Kerry, Edith Cowan University, Australia</i></p>	<p><b>Stream 4</b></p> <p><b>Invited symposium 1</b> <i>(75 minutes =&gt;10:45-12:00)</i> Chaired by <b>Annie Høgh, University of Copenhagen, Denmark</b> <i>Exploring the group dynamics involved in bullying at work</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>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>
11:45-12:45	<p><b>Stream 1</b> <i>Prevention and Intervention</i></p> <p>1. Learning from interventions: features of workplace bullying interventions and mediations <i>Caponecchia Carlo, University of South</i></p>	<p><b>Stream 2</b> <i>Legislation and compensation</i></p> <p>1. Twenty years of regulating workplace bullying in Australia <i>Barron Oonagh, Consultant, Australia</i></p>	<p><b>Stream 3</b> <i>Work environment</i></p> <p>1. Not Bullying but Abrasive Management: Supreme Court Awards AUD \$625,000 <i>Webster Penelope, Police Registration</i></p>	

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	<p><i>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>Manuel Velazquez, Basque Observatory on Bullying and Discrimination, Spain</i></p>	<p>2. Moral harassment in the workplace as a new form of labour exploitation: a perspective from the Spanish law <i>Arrieta Idiakez 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><i>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 de Portales, Chile</i></p> <p>3. The not-so-silent masses: The role of moral disengagement in explaining bystander behaviour in workplace bullying <i>Hoel Helge, Niven Karen, University of Manchester, UK</i></p>	
12:45-14:15	<b>Lunch Break</b>			

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Time	Wednesday 6th June Afternoon			
14:15-15:15	<p align="center"><b>Stream 1</b> <i>Legislation and compensation</i></p> <p>1. Psychological harassment at work. Crossed views from the therapist and the legislator <i>Stephane Michel, Philippe Saielli, Senior Lecturer University of Valenciennes et du Hainaut, France</i></p> <p>2. Psychological harassment, legal recourse, organizational policies, reporting, sexual harassment <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 align="center"><b>Stream 2</b> <i>Identifying and measuring</i></p> <p>1. The linguistics of workplace bullying. Issues for a pragmatics-base theory of criminal genre <i>Victoria Guillén-Nieto, University of Alicante, Spain, Dieter Stein Heinrich-Heine University of Düsseldorf, Germany</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>Marc Lorient, 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 align="center"><b>Stream 3</b> <i>Risk Factors</i></p> <p>1. Bullying in Public Hospital <i>Bernard Granger, Paris Descartes University, France</i></p> <p>2. Happy and Successful? Potential Target of Envy and Workplace Bullying <i>Günerergin Mert, Güneri çangarl Burcu, Izmir University of Economics, Turkey*</i></p> <p>3. 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 align="center"><b>Stream 5</b></p> <p align="center"><b>Workshop 1</b> Driven by <b>Althea Gamble Blakey</b></p> <p align="center"><i>Creating a Positive Learning Environment (CAPLE): determining optimal methods for participant engagement in a clinical student bullying prevention program</i></p>
15:15-16:15	<p align="center"><b>Stream 2</b> <i>Sexual harassment, gender issues and discrimination</i></p> <p>1. Morocco's legal framework relevant to harassment against women <i>Tajini Fatima, University of Ottawa, Canada</i></p>	<p align="center"><b>Stream 2</b> <i>Identifying and measuring</i></p> <p>1. A new evidence-based risk assessment tool for bullying at work <i>Michelle Tukey, university of South Australia</i></p> <p>2. Improving the regulation of workplace</p>	<p align="center"><b>Stream 4</b> <i>Work environment</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, Univeristy</i></p>	

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	<p>2. Third-party reactions to sexual misconduct in the Canadian Armed Forces <i>Manon Leblanc, 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>bullying via risk assessment: A new evidence-based tool <i>Annabelle Neall and Michelle Tuckey, University of South Australia Yiqiong Li, University of Queensland</i></p> <p>3. Forcing: An unchartered form of workplace abuse <i>Bozionelos Nikos, EM LYON Business School, France</i></p>	<p><i>of Manchester, Salin Denise, Hanken School of Economics, Finland</i></p> <p>2. The phenomenon of Ostracism in workplace bullying and it's 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>	
16:15-16:45	<p>Tea/Coffee Break <b>POSTERS SESSIONS</b></p>			
16:45-17:45	<p style="text-align: center;"><b>Stream 1</b> <i>Prevention and Intervention</i></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>3. Over Policed and Under Protected: the problematics of policy in workplace bullying <i>Mannix-Mcnamara Patricia, Hodgins Margaret, University of Limerick, National University of Ireland, Galway, Ireland, Hogan Victoria, Plymouth</i></p>	<p style="text-align: center;"><b>Stream 2</b> <i>Work Environment</i></p> <p>1. Harassment, Surveillance and Resistance in the NHS; A Foucauldian Analysis <i>Leaver Nancy, Manchester University, UK</i></p> <p>2. Changing the work environment to support bullied men <i>Macintosh Judith, University of New Brunswick, Canada</i></p> <p>3. Simulation analysis for Leadership Ostracism's Ripple Effect based on System Dynamics: The Role of Competition and Organizational Politics <i>Zhao Mengchu, University of Bergen, Norway, 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></p> <p>1. Becoming and being bullied: A sensemaking perspective <i>Spencer Leighann, University of Liverpool</i></p> <p>2. Hümappy, fo a better quality of life in the workplace <i>Martin Shawin, Luc Chalifoux, 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>Teo Stefen, Edith Cowan University, Australia</i></p>	<p style="text-align: center;"><b>16:45-17:25 Stream 4</b> <i>Sexual harassment, gender issues and discrimination</i></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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	<i>University, UK</i>			
17:45-18:45	<b>Stream 1</b> <i>Prevention and Intervention</i>	<b>Stream 4</b> <i>Work environment</i>	<b>Stream 3</b> <i>Identifying and measuring</i>	
	<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. Strategies of Newly Licensed Nurses to Prevent and Mitigate Workplace Bullying <i>Gillespie Gordon, Galloway Emily, University of Cincinnati, Grubb Paula, CDC, USA*</i></p> <p>3. Can Workplace Bullying Hamper an Effective Leadership Process? Evidence from Ethical leadership and Job-related Affective Well-being Relationship <i>Ahmad Saima, Linköping University, Sweden*</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, National University of Ireland Galway, Ireland, Pursell Lisa, Mannix-Menamara Patricia, Maccurtain Sarah, University of Limerick, Lewis Duncan, Plymouth University, UK</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>Mawdsley Hazel, Mawdsley Hazel, University of South Wales, UK, Thirlwall Alison, University of Wollongong Dubai, Dubai</i></p>	
<b>19:00-20:00</b>	<b>Welcoming Cocktail</b> at Bordeaux City Hall			
<b>20:00</b>	<b>SIG Dinners for SIG members</b>			

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Time	Thursday 7th June Morning			
8:00-8:45	<b>Registrations</b>			
8:45-9:45	<b>Stream 1</b> <i>Legislation and compensation</i>	<b>Stream 2</b> <i>Health effects and rehabilitation</i>	<b>Stream 3</b> <i>Risk Factors</i>	<b>Stream 4</b> <i>Role of social actors</i>
	<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, 17th august) <i>Vieira Borges Isabel, University of Lisbon, Portugal</i></p> <p>3. Australia's Anti-bullying jurisdiction - 4 years on <i>Peter Hampton, Fair Work Commission, Australia*</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>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>Pascale Desrumaux, 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>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>
9:45-10:15	Tea/Coffee Break <b>POSTERS SESSIONS</b>			
10:15-11:00	<b>Keynote 2 – Florencia Peña</b> (Plenary auditorium) <i>Bullying in Latin America. Insights from the Iberoamerican Conferences</i>			
11:00-12:00	<b>Stream 1</b> <i>Prevention and Intervention</i>	<b>Stream 2</b> <i>Work environment</i>	<b>Stream 3</b> <i>Sexual harassment, gender issues and discrimination</i>	<b>Stream 4</b> <b>Invited symposium 2</b> <i>(75 minutes =&gt; 11:15-12:00)</i> <b>Chaired by Guy Notelaers, University of Bergen, Norway</b> <i>The development of workplace bullying: longitudinal and contextual approaches</i>  The role of personality in the bullying
	<p>1. The efficacy of a tailored health and wellbeing educational intervention and support services delivered to Australian Paramedic Students <i>Wallis Jaime, Boyle Malcolm, Griffith University, Australia</i></p>	<p>1. Redefining HR: A Case Study of the Evolution of the People Side of Business <i>Greenfield Marianne, Educated Effect, LLC, USA*</i></p> <p>2. Exploring medical student perceptions and experiences of bullying amongst</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>2. The interaction between organizational climate, culture, and sexual harassment: a</p>	

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<p>2. Using the National Standard of Canada on Psychological Health and Safety in the Workplace to Prevent and Address Workplace Bullying and Harassment <i>Rankin-Horvath Elizabeth, Hale Health and Safety Solutions Ltd, Canada</i></p> <p>3. Proving the “he said, she said” workplace harassment complaint: A Canadian perspective <i>Burr Catherine, University of Western Ontario, Canada</i></p>	<p>doctors* <i>Caroline Lambert, The University of Melbourne, Australia*</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>	<p>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, Universiti 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, Netherlands</i></p>	<p>process <i>Ståle Einarsen, Iselin Reknes, University of Bergen, Bergen, Norway 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<sup>1</sup>; Hetland, Jørn<sup>1</sup>; Skogstad Anders<sup>1</sup>; 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 Rustad, Krane, Line, Knardahl Stein, University of Bergen, Norway</i></p>
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12:00-12:40	<p style="text-align: center;"><b>Stream 1</b> <i>Identifying and measuring</i></p> <p>1. Harassment: violence and aggression that generates discrimination and violation of fundamental rights <i>Perez Xinia, Independent, Costa Rica*</i></p> <p>2. A Qualitative Study on How Swiss Companies Deal with Workplace Incivilities <i>Ciceralli Eyyüb Ensari, Kaya Ciceralli Lütfiye, Nisantasi University, Turkey*</i></p>	<p style="text-align: center;"><b>Stream 2</b> <i>Health effects and rehabilitation</i></p> <p>1. After a return to works, how to take care daily of yourself? <i>Seznec Jean-Christophe, Psychiatrist, France</i></p> <p>2. Estudio de casos: afección de salud mental de origen laboral secundaria a conductas de maltrato, hostigamiento y acoso en las relaciones laborales, calificada por la Superintendencia de Seguridad Social en un trimestre de 2015, Chile. <i>Cubillos Maria Susana, Independant, Chile*</i></p>	<p style="text-align: center;"><b>Stream 3</b> <i>Sexual harassment, gender issues and discrimination</i></p> <p>1. Sexual Harassment as Systemic Discrimination <i>Arciniega Rosa Silvia, Universidad Autónoma Metropolitana Unidad Iztapalapa, Mexico*</i></p> <p>2. A sexological view on sexual harassment <i>Mangoloth Brightness, Mnguni Peliwe, University of South Africa, South Africa*</i></p>	<p style="text-align: center;"><b>Stream 4</b> <i>Ethics</i></p> <p>1. 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>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>
12:40-14:00	<b>Lunch Break</b>			

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Time	Thursday 7th June Afternoon			
14:00-15:00	<p align="center"><b>Stream 1</b> <i>Legislation and compensation</i></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>Sandrine Laviolette, 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 align="center"><b>Stream 2</b> <i>Prevention and Intervention</i></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>Yasuko Okada, 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 Sarah, Griffith University</i></p>	<p align="center"><b>Stream 3</b> <i>Health effects and rehabilitation</i></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, Suède</i></p> <p>3. An introduction to the diagnosis and treatment of workplace bullying targets. <i>Field Oam Evelyn, Psychologist, Australia, Patricia Ferris, Calgary Psychology Group, Canada</i></p>	<p align="center"><b>Stream 4</b></p> <p align="center"><b>Workshop 2</b> Driven by <b>Donna Clark Love</b></p> <p align="center"><i>How to Address, Manage, Prevent and Mitigate Incidences of Cyber Bullying, Cyber Stalking, and Other Forms of Electronic Harassment</i></p>
15:00-16:00	<p align="center"><b>Stream 1</b> <i>Legislation and compensation</i></p> <p>1. Criminal policies with regards to workplace bullying: which follow-up in the French law? <i>Rachel Saada, Lawyer, Paris, France</i></p> <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.</p>	<p align="center"><b>15:00-15:40 Stream 2</b> <i>Prevention and Intervention</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 Łód, Poland*</i></p>	<p align="center"><b>Stream 3</b> <i>Risk Factors</i></p> <p>1. Workplace bullying, enterprise size, small enterprise, health <i>Rasclé Nicole; University of Bordeaux</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>	

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	<p>Example from a Court Transcript <i>Jan Gregersen, Oslo and Akershus University, Norway</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>	
16:00-16:30	<p>Tea/Coffee Break <b>POSTERS SESSIONS</b></p>			
16:30-17:15	<p><b>Keynote 3 – Alain Ehrenberg</b> (Plenary auditorium) <i>What do we talk about when we talk about mental health?</i></p>			
17:30-19:00	<p><b>IAWBH General Assembly</b></p>			
19:45	<p><b>Departure by bus, Place des Quinconces, 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></p> <p>1. Explaining and Preventing Workplace Bullying by a Systemic and Communicational Approach <i>Jeoffrion Christine, Université de Nantes, France</i></p> <p>2. 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>3. 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 style="text-align: center;"><b>Stream 2</b> <i>Identifying and Measuring</i></p> <p>1. Taking Bullying Off the Menu: Identifying perpetrators in the UK restaurant sector <i>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, 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, Ana Aleksić, University of Zagreb, Croatia</i></p>	<p style="text-align: center;"><b>Stream 3</b> <i>Work environment</i></p> <p>1. Happy and Successful? Potential Target of Envy and Workplace Bullying <i>Mert Günerergin, Burcu Güneri Çangarlı, 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>3. Mobbing from the perspective of organizational culture <i>Arciniega Rosa Silvia, Universidad Autónoma Metropolitana Unidad Iztapalapa, Mexico*</i></p>	<p style="text-align: center;"><b>Stream 4</b> <i>Sexual harassment, gender issues and discrimination</i></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>
9:45-10:15	Tea/Coffee Break <b>POSTERS SESSIONS</b>			
10:15-11:00	<b>Keynote 4 – Manuel Velazquez</b> (Plenary auditorium) <i>Procedures for addressing bullying in the workplace</i>			
11:00-12:20	<p style="text-align: center;"><b>Stream 1</b> <i>Prevention and Intervention</i></p> <p>1. Addressing the bullying of trainee doctors: A pre/post evaluation of an organisational intervention <i>Carter Madeline, Newcastle University, Neill</i></p>	<p style="text-align: center;"><b>Stream 2</b> <i>Ethics</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,</i></p>	<p style="text-align: center;"><b>Stream 3</b> <i>Cyber bullying and ICT</i></p> <p>1. Cyberbullying and neoliberal individualism <i>Ortega Mario, Universidad Autónoma Metropolitana-Xochimilco, Mexico</i></p>	<p style="text-align: center;"><b>Stream 4</b></p>

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12:20-13:45	<p><i>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, Linköping University, Suède</i></p> <p>3. Psychic structure, unforgivable fault, obligation of security of result, real work, double chronology <i>Pezé Marie, Réseau de consultations souffrance et travail, France</i></p> <p>4. Psychological flexibility: a self-administered intervention <i>Austin Tay, Birkbeck College, UK*</i></p>	<p><i>Mikulincer Mario, Interdisciplinary Center, Drory Amos, Ben Gurion University, Israel</i></p> <p>2. Correlates of ethical leadership on workplace negative acts and employee work attitudes: A meta-analytical review <i>Teo Stefen, Nguyen Diep, Edith Cowan University, Australia, Mcghee Peter, Grant Patricia, Auckland University of Technology, New Zealand</i></p> <p>3. Investigation of harassment: the delicate position of the external consultant <i>Tarhouny Nina, Institut de recherche interdisciplinaire sur les enjeux sociaux, Institut international de gestion des crises humaines, France</i></p> <p>4. Are whistleblowers more dissatisfied with their job? <i>Matthiesen Stig Berge, BI Norwegian Business School, Norway*</i></p>	<p>2. The “cyber-mobbing at work”: regulation and judicial experiences in Spain <i>Molina Navarrete Cristobal, University of Jaen, Spain*</i></p> <p>3. Exploring Workplace Cyberbullying Among New Zealand Nurses <i>D'souza Natalia, Forsyth Darryl, Tappin David, Catley Bevan, Massey University</i></p> <p>4. 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><b>Invited symposium 3</b> <i>(75 minutes =&gt; 11:15-12:00)</i> Chaired by <b>Stefen Teo</b> and <b>Maryam Omari</b> <i>The development of workplace bullying: longitudinal and contextual approaches</i></p> <p><i>In progress</i></p>
<b>Lunch Break</b>				

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Time	Friday 8th June Afternoon			
14:45-14:45	<p align="center"><b>Stream 1</b> <i>Legislation and compensation</i></p> <p>1. Mediation vs. rule of law <i>Christelle Mazza, Lawyer, France</i></p> <p>2. ADR: Possible Contributors to an (Unjust) Resolution of Bullying Disputes <i>Bozin Doris, Ballard Allison, Eastal Patricia, University of Camberra, Australia*</i></p> <p>3. The procedures of labor harassment in Colombia: do not guarantee the protection of victims of labor harassment <i>Vargas Sandoval Yaneth, Independent, Columbia*</i></p>	<p align="center"><b>Stream 2</b> <i>Prevention and Intervention</i></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. Harassment, psychological violence, psychosocial risks, occupational safety and health (OSH), bullying, prevention, OSH management systems <i>Manal Azzi, ILO</i></p>	<p align="center"><b>Stream 3</b> <i>Coping</i></p> <p>1. Forgiveness: A new means of coping with workplace bullying <i>Mishra Nidhi, D'cruz Premilla, Noronha Ernesto, Gupta Parvinder, Indian Institute of Management, Ahmedabad, India*</i></p> <p>2. Coping with Workplace Bullying: Experiences from Ghana <i>Essiaw Mary, University of Professional Studies, Ghana</i></p> <p>3. Reflections on a Muddy Pond: Former targets' accounts of coping when bullying ends <i>Thirlwall Alison, University of Wollongong in Dubai, Dubai</i></p>	<p align="center"><b>Stream 5</b></p> <p><b>Workshop 3</b> Driven by <b>Marie-France Hirigoyen, Bénédicte Bravache, Skye Saunders, Rachel Cox, Elisa Ansoleaga, Ximena Perez</b></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 align="center"><b>Stream 1</b> <i>Legislation and compensation</i></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>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 align="center"><b>Stream 3</b> <i>Coping</i></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>	

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	<p>3. The network mobbing and the new European privacy law.  <i>Imbesi Antonino, Universidad de Huelva, Spain*</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>	
16:00-16:30	<p>Closing Ceremony  <b>Foundation Anthony Mainguéné and Cyril COSME (ILO - Paris Office Director o)</b></p>			

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