

BULLYING2018 Draft Schedule

* To be confirmed

	Tuesday 5th June Morning – Preconference (Venue: Pôle Juridique et Judiciaire, 35 place Pey Berland)			
	Special Interest Groups (SIGs) meetings, start à 10h00 - Organisational influences and bystanders, room 1K; - Risk Management, room 1L; - Legal, Salon d'honneur; - Therapists, room 3B. International PhD workshop, 9:00-16h30, auditorium Ellul.			
Time	Wednesday 6th June Morning (Venue: Palais de la Bourse)			
8:00-8:45	Registrations			
8:45-9:45	Welcome and opening address (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	Keynote 1 – Anne-Marie Laflamme , 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	Stream 1 <i>Prevention and Intervention</i> Sara Branch <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>	Stream 2 <i>Legislation and compensation</i> Rachel Cox <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>	Stream 3 <i>Work environment</i> Helge Hoel <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>	Stream 4 <i>Plenary Auditorium</i> Invited symposium 1 <i>(75 minutes => 10:50-12:05)</i> Chaired by Annie Høgh, University of Copenhagen, Denmark <i>Exploring the group dynamics involved in bullying at work</i>

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	3. Ensuring culturally safe workforces and workplaces for First Nations people <i>Hammond Sabine, Australian Catholic University, Australia</i>	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>	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>	Workplace Culture: a fundamental and overlooked predictor of workplace bullying <i>Mille Mortensen, University of Copenhagen</i> 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> 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> Whistleblowing and workplace bullying: The role of leaders, as seen from psychology and law <i>Brita Bjørkelo & Birthe Eriksen, Norwegian Police University College & Guide Advokat AS, Denmark</i>
11:50-12:50	Stream 1 <i>Prevention and Intervention</i> Kate Blackwood <i>Auditorium Jean Touton</i> 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> 2. From Abrasive to Impressive: Executive coaching as an intervention with abrasive leaders <i>Harrison Lynn, Saybrook University, USA</i> 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>	Stream 2 <i>Legislation and compensation</i> Christelle Mazza <i>Salle Gabriel 1</i> 1. Twenty years of regulating workplace bullying in Australia <i>Barron Oonagh, Consultant, Australia</i> 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> 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>	Stream 3 <i>Work environment</i> Bevan Catley <i>Salle des commissions</i> 1. Not Bullying but Abrasive Management: Supreme Court Awards AUD \$625,000 <i>Webster Penelope, Police Registration and Services Board, Victoria, Australia</i> 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> 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>	
12:50-14:15	Lunch Break			

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Time	Wednesday 6th June Afternoon (Venue: Palais de la Bourse)			
14:15-15:15	Stream 1 <i>Legislation and compensation</i> Katherine Lippel <i>Auditorium Jean Touton</i> 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> 2. Tribunal Scrutiny of Targets' Behaviour with Respect to Reporting of Psychological Harassment - A Québec Study. <i>Cox Rachel, UQAM, Canada</i> 3. The regulation of harassment in collective agreements <i>Djamil Tony Kahale Carrillo, Distance University of Madrid, Spain</i>	Stream 2 <i>Identifying and measuring</i> Ria Deakin <i>Salle Gabriel 1</i> 1. Forcing: An unchartered form of workplace abuse <i>Bozionelos Nikos, EM LYON Business School, France</i> 2. Social and juridical construction of mobbing, bullying and moral harassment, a comparison between three countries (Great Britain, Sweden and France) <i>Loriot Marc, IDHES Université Paris 1 Panthéon-Sorbonne, France</i> 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>	Stream 3 <i>Risk Factors</i> Declan Fahie <i>Plenary Auditorium</i> 1. Harassment, Surveillance and Resistance in the NHS; A Foucauldian Analysis <i>Leaver Nancy, Manchester University, UK</i> 2. Bullying in Public Hospital <i>Granger Bernard, Paris Descartes University, France</i> 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>	Stream 4 14:15-16:15 <i>Salle des commissions</i> Workshop 1 Presented by Rankin-Horvath Elizabeth <i>Hale Health and Safety Solutions Ltd, Canada</i> Using the National Standard of Canada on Psychological Health and Safety in the Workplace to Prevent and Address Workplace Bullying and Harassment
15:20-16:20	Stream 1 <i>Sexual harassment, gender issues and discrimination</i> Alexandre Charbonneau	Stream 2 <i>Identifying and measuring</i> Tony Winefield <i>Salle Gabriel 1</i>	Stream 3 <i>Work environment</i> Neill Thompson <i>Plenary Auditorium</i>	

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	Auditorium Jean Touton 1. Morocco's legal framework relevant to harassment against women <i>Tajini Fatima, University of Ottawa, Canada</i> 2. Third-party reactions to sexual misconduct in the Canadian Armed Forces <i>Leblanc Manon, Department of National Defence, Canada</i> 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>	1. A new evidence-based risk assessment tool for bullying at work <i>Tuckey Michelle, University of South Australia</i> 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> 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>	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> 2. The phenomenon of Ostracism in workplace bullying and its motive within Human Service Organizations in Sweden <i>Matsson Anneli, Malmö University, Sweden</i> 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>	
16:20-16:45	Tea/Coffee Break POSTERS SESSIONS			
16:45-17:45	Stream 1 <i>Prevention and Intervention</i> Elisabeth Rankin Horvath Auditorium Jean Touton 1. Acts of workplace violence against paramedic students. Why don't they report it? <i>Boyle Malcolm, Wallis Jaime, Griffith University, Australia</i> 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>	Stream 2 <i>Work Environment</i> Alison Thirlwall Salle Gabriel 1 1. Changing the work environment to support bullied men <i>Macintosh Judith, University of New Brunswick, Canada</i> 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 & Technology, China</i>	Stream 3 <i>Identifying and measuring</i> Stephen Teo Salle des commissions 1. Becoming and being bullied: A sensemaking perspective <i>Spencer Leighann, University of Liverpool</i> 2. Humappi, for a better quality of life in the workplace <i>Martin Shawn, Chalifoux Luc, Les Consultants Humà Experts² Inc., Canada</i> 3. Job demands and New Public Management: A case of bullying and harassment in a UK Ambulance Service <i>Duncan Lewis, Plymouth University,</i>	Stream 4 <i>Sexual harassment, gender issues and discrimination</i> Katherine Lippel Plenary Auditorium 1. Basic Bullying with a Racist Slant? Discourses of Workplace Bullying in the United States' Nursing Profession <i>Johnson Susan, University of Washington</i> 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>

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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, 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	Stream 1 <i>Prevention and Intervention</i> Michelle Tuckey <i>Auditorium Jean Touton</i> 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> 2. Workplace bullying exposure and prevention in correctional nursing <i>El Ghaziri Mazen, University of Massachusetts Lowell, USA</i> 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>	Stream 4 <i>Work environment</i> Marie-France Hirigoyen <i>Salle Gabriel 1</i> 1. Cultural Health and Bullying: Developing and Maintaining Well-Being and Engagement <i>Baldini Alexina, Baldini Nerio, Enable Workplace Consulting, Australia</i> 2. The effects of work factors on bullying: Evidence from France <i>Bouville Grégor, Campoy Eric, University of Paris-Dauphine, France</i> 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>	Stream 3 <i>Identifying and measuring</i> Carlo Caponecchia <i>Salle des commissions</i> 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> 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> 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>	
19:00-20:00	Welcoming Cocktail at <u>Bordeaux City Hall</u>; Welcome address by Mr. Marik Fétouh, Deputy Mayor of Bordeaux in charge of discrimination			
20:00	SIG Dinners for SIG members			

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Time	Thursday 7 th June Morning (Venue: Palais de la Bourse)			
8 :00-8 :45	Registrations			
8:45-9:45	Stream 1 <i>Legislation and compensation</i> Manuel Velasquez <i>Auditorium Jean Touton</i> 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> 2. The codes of good conduct for preventing and combating workplace harassment (under Portuguese labor code: the recent law n. 73/2017, 16 th August) <i>Vieira Borges Isabel, University of Lisbon, Portugal</i> 3. Bullying and silencing by the law <i>Ballard Allison, Easteal Patricia, University of Camberra, Australia</i>	Stream 2 <i>Health effects and rehabilitation</i> Eva Gemzoe Mikkelsen <i>Salle Gabriel 1</i> 1. Psychological support for workplace bullying victims <i>Urdih Lazar Tanja, University Medical Centre Ljubljana, Slovenia</i> 2. A three-wave study: The role of Perseverative Cognition between Workplace Bullying and its Health & Well-being Impact <i>Mokhtar Daniella, University of Sheffield, UK</i> 3. Tears and Bullying in the Workplace <i>Soares Angelo, UQAM, (Canada)</i>	Stream 3 <i>Risk Factors</i> Mats Glambeck <i>Salle des commissions</i> 1. Transformation from interpersonal mistreatment into corporate violence <i>Lundell Susanna, University of Turku, Finland</i> 2. Effects of beliefs in a just world and supervisor support on Burnout through Bullying <i>Desrumaux Pascale, University of Lille 3, France</i> 3. Precarious employment and workplace harassment and discrimination <i>Grubb Paula, Ray Tapas, Bhattacharya Anasua, Roberts Rashaun, Grosch James NIOSH, USA</i>	Stream 4 <i>Role of social actors</i> Florencia Peña <i>Plenary Auditorium</i> 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> 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> 3. Bully by Proxy: Using Subordinates as Henchmen to facilitate workplace bullying <i>Hollis Leah, Patricia Berkly LLC, USA</i>
9:45-10:10	Tea/Coffee Break			
10:10-10:55	POSTERS SESSIONS Keynote 2 – Florencia Peña , National Institute of Anthropology and History, Mexico Plenary auditorium – Chair Philippe Martin, COMPTRESEC UMR 5114 CNRS-University of Bordeaux <i>Bullying in Latin America. Insights from the Iberoamerican Conferences</i>			
11:00-12:00	Stream 1 <i>Prevention and Intervention</i> Nikos Bozionelos <i>Auditorium Jean Touton</i> 1. The efficacy of a tailored health and wellbeing educational intervention and	Stream 2 <i>Sexual harassment, gender issues and discrimination</i> Angelo Soares <i>Salle Gabriel 1</i> 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>	Stream 3 <i>Ethics</i> Christiane Kreitlow <i>Salle des commissions</i> 1. Investigation of harassment: the delicate position of the external consultant <i>Tarhouny Nina, Institut de recherche interdisciplinaire sur les enjeux sociaux, Institut</i>	Stream 3 <i>Plenary Auditorium</i> Invited symposium 2 (75 minutes => 11:00-12:15) Chaired by Stephen Teo, Maryam Omari, Kate Blackwoods

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	support services delivered to Australian Paramedic Students <i>Wallis Jaime, Boyle Malcolm, Griffith University, Australia</i> 2. Proving the “he said, she said” workplace harassment complaint: A Canadian perspective <i>Burr Catherine, University of Western Ontario, Canada</i> 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>	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> 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>	<i>international de gestion des crises humaines, France</i> 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>	<i>Work Organization factors in bullying and ill-treatment risk in public sector organisations</i> <i>In progress</i>
12:05-12:45	Stream 1 <i>Prevention and Intervention</i> Darcy McCormack <i>Auditorium Jean Touton</i> 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> 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>	Stream 2 <i>Sexual harassment, gender issues and discrimination</i> Skye Saunders <i>Salle Gabriel 1</i> 1. Sexual Harassment as Systemic Discrimination <i>Agocs Carol, Department of Political Science, University of Western Ontario, Canada</i> 2. A sexological view on sexual harassment <i>Bezemer Willeke, Bezemer Kuiper & Schubad, Netherlands</i> 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>		
12:45-14:00	Lunch Break			

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Time	Thursday 7 th June Afternoon (Venue: Palais de la Bourse)			
14:00-15:00	Stream 1 <i>Legislation and compensation</i> Anne-Marie Laflamme Auditorium Jean Touton 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> 2. Violence in the workplace in the context of collective labor relations <i>Laviolette Sandrine, University of Bordeaux, France</i> 3. The rule of law and investigations on bullying at work <i>Kuiper Alie, Bezemer Kuiper & Schubad, Netherlands</i>	Stream 2 <i>Health effects and rehabilitation</i> Mazen El Ghaziri Salle Gabriel 1 1. Thinking differently? Personality Traits of Victims of Workplace Bullying <i>Kreitlow Christiane, Clinical Psychologist Psychotherapist, France</i> 2. Workplace bullying in Sweden: a randomized representative sample of the Swedish workforce <i>Rosander Michael, Blomberg Stefan, Linköping University, Sweden</i> 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>	Stream 3 <i>Prevention and Intervention</i> Nicola Djurkovic Plenary Auditorium 1. Understanding incivility and the escalation of violence at work <i>Moro Bueno Mendonça Juliana, UQAM, Canada</i> 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> 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>	Stream 4 14:00-16:00 Salle des commissions Workshop 2 Presented by Donna Clark Love <i>Bullying educator, Speaker, Trainer, USA</i> <i>How to Address, Manage, Prevent and Mitigate Incidences of Cyber Bullying, Cyber Stalking, and Other Forms of Electronic Harassment</i>
15:05-16:05	Stream 1 <i>Legislation and compensation</i> Sandrine Laviolette Auditorium Jean Touton 1. Criminal policies with regards to workplace bullying: which follow-up in the French law? <i>Saada Rachel, Lawyer, Paris, France</i>	15:05-15:40 Stream 2 <i>Health effects and rehabilitation</i> Evelyn Field Salle Gabriel 1 1. An introduction to the diagnosis and treatment of workplace bullying targets.	Stream 3 <i>Risk Factors</i> Annie Hogh Plenary Auditorium 1. Workplace bullying, enterprise size, small enterprise, health	

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	2. Disciplinary Proceedings, Bullying, Common Law Action, Ireland and England and Wales <i>Connolly Ursula, National University of Ireland, Ireland</i> 3. How to Identify Workplace Bullying. Example from a Court Transcript <i>Gregersen Jan, Oslo and Akershus University, Norway</i>	<i>Field Evelyn, Psychologist, Australia, Patricia Ferris, Calgary Psychology Group, Canada</i> 2. After a return to works, how to take care daily of yourself? <i>Seznec Jean-Christophe, Psychiatrist, France</i>	<i>Rasclé Nicole, Laberon Sonia, Pouyau Jacques, University of Bordeaux</i> <i>Lagabrielle Christine, University of Toulouse 2</i> <i>Ntsame Sima Murielle, Université of Grenoble-Alpes</i> <i>Encrenaz, Bordeaux Public Hospital</i> 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> 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>	
16:05-16:30	Tea/Coffee Break			
	POSTERS SESSIONS			
16:30-17:15	Keynote 3 – Alain Ehrenberg, CNRS Plenary auditorium – Chair, Dr Marie-France Hirigoyen, Psychiatrist <i>What do we talk about when we talk about mental health?</i>			
17:30-18:30	IAWBH General Assembly Plenary Auditorium			
19:45	Departure by bus, <u>Place des Quinconces</u>, Official Dinner at Chateau Lafitte Laguens,			

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Time	Friday 8th June Morning			
8 :00-8 :45	Registrations			
8:45-9:45	Stream 1 <i>Prevention and Intervention</i> Michelle Tuckey Auditorium Jean Touton 1. Addressing the bullying of trainee doctors: A pre/post evaluation of an organisational intervention <i>Carter Madeline, Neill Thompson, Northumbria University</i> 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> 3. Principles of the legal expertise in psychopathology of work <i>Pezé Marie, Réseau de consultations souffrance et travail, France</i>	Stream 2 <i>Identifying and Measuring</i> Burcu Guneri Cangarli Salle Gabriel 1 1. Taking Bullying Off the Menu: Identifying perpetrators in the UK restaurant sector <i>Watson Alastair, Thirlwall Alison, University of Wollongong in Dubaï, Dubaï</i> 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> 3. Development and validation of a reflective measurement scale of incivility <i>Itzkovich Yaviv, Kinneret Academic College, Israel, Aleksić Ana, University of Zagreb, Croatia</i>	8:45-9:25 Stream 3 <i>Work environment</i> Morten Birkeland Nielsen Salle des commissions 1. Happy and Successful? Potential Target of Envy and Workplace Bullying <i>Mert Günerergin, Burcu Güneri Çangarlı, Izmir University of Economics</i> 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>	Stream 4 <i>Sexual harassment, gender issues and discrimination</i> Alison Thirlwall Plenary Auditorium 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> 2. Women academics' experiences of workplace bullying: A South African Perspective <i>Mangolothi Brightness, Mnguni Peliwe, University of South Africa, South Africa</i> 3. Protection against sexual harassment in the workplace as a legal transplant <i>Gajda Mateusz, University of Łódź, Poland</i>
9:45-10:10	Tea/Coffee Break POSTERS SESSIONS			
10:10-10:55	Keynote 4 – Manuel Velazquez Plenary auditorium – Chair, Christelle Mazza, Lawyer in Paris <i>The role of work environment authorities on bullying</i>			
11:00-12:20	Stream 1 <i>Prevention and Intervention</i> Margaret Hodgins Auditorium Jean Touton	Stream 2 <i>Ethics</i> Charlotte Rayner Salle Gabriel 1	11:00-12:00 Stream 3 <i>Cyber bullying and ICT</i> Mille Mortensen Salle des commissions	Stream 4 Plenary Auditorium Invited symposium 3 (75 minutes =>11:00-12:15)

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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> 2. Psychological flexibility: a self-administered intervention <i>Austin Tay, Birkbeck College, UK*</i> 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> 4. Discoveries of a Practitioner & Perpetrator Coach: Exploring What Motivates Employers to Seek Help, and What Motivates Perpetrators to Bully and Change <i>Mattice Catherine, Civily Partners, USA</i>	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> 2. Feel safe – Feel proud: Can incivility affect the ethical climate, quality of work life and pride of nurses? <i>Itzkovich Yariv, Dolev Niva, Shnapper-Cohen Moran, Kinneret Academic College, Israel</i> 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> 4. Are whistleblowers more dissatisfied with their job? <i>Matthiesen Stig Berge, BI Norwegian Business School, Norway*</i>	1. Deconstruction of the private and professional face on social media – cyberbullying in working life <i>Forsell Rebecca, Malmö University, Sweden</i> 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>	Chaired by Guy Notelaers, University of Bergen, Norway <i>The development of workplace bullying: longitudinal and contextual approaches</i> 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> 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> Black sheep welcome: A multilevel study of anti-bullying social rules as a buffer against ill treatment of prototypically peripheral work group members <i>Glabek Mats, Einarsen Ståle, Notelaers Guy, University of Bergen, Norway</i> 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>
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				Rustad, Krane, Line Knardahl Stein, University of Bergen, Norway
12:20-13:40	Lunch Break			

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

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	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> 3. The network mobbing and the new European privacy law. <i>Imbesi Antonino, Universidad de Huelva, Spain</i>	<i>D'Souza Natalia, Forsyth Darryl, Tappin David, Catley Bevan, Massey University</i> 2 Cyberbullying and neoliberal individualism <i>Ortega Mario, Universidad Autónoma Metropolitana-Xochimilco, Mexico</i>	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> 3. Redefining HR: A Case Study of the Evolution of the People Side of Business <i>Greenfield Marianne, Educated Effect, LLC, USA*</i>	
15:45-16:00	Closing Ceremony Carlo Caponecchia for the IAWBH, Foundation Anthony Mainguené and Cyril Cosme (ILO - Paris Office Director)			

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