### Wednesday 18 June, 2014

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<tr>
<th>Time</th>
<th>Event</th>
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<tr>
<td>8.15-9.00</td>
<td>Registration</td>
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<tr>
<td>9.00-9.40</td>
<td>Opening ceremony</td>
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<tr>
<td>9.40-10.15</td>
<td><strong>Keynote:</strong> What do we know so far? Meta analytical evidence on the prevalence, antecedents, and outcomes of workplace bullying. <strong>Morten Nielsen (NO)</strong></td>
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<td>10.15-10.30</td>
<td><strong>Coffee break</strong></td>
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<tr>
<td>10.30-12.30</td>
<td><strong>ORAL SESSION 1.1: Health effects and rehabilitation</strong></td>
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<td><strong>Chair: Maria Grazia Cassitto (I)</strong></td>
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<td>Sleep problems and workplace bullying: Is leisure-time physical activity a mediator or a moderator? <strong>Åse Marie Hansen (DK)</strong></td>
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<td>Does exposure to bullying during secondary school moderate the relationship between workplace bullying and depressed mood in adulthood? <strong>Øystein Hoprekstad (N)</strong></td>
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<td>Toward a global comprehension of bullying. <strong>Marie-France Hirigoyen (F)</strong></td>
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<td>Returning to work after severe bullying and harassment: Evaluation of a rehabilitation and return to work program. <strong>M.F. Jenkins (AU)</strong></td>
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<td>Understanding the multicultural identity of the victim as groundwork for treatment. <strong>Christiane Kreitlow (F)</strong></td>
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<td>Psychological distress is associated with reduced cognitive performance in victims of workplace bullying. <strong>Luca Neri (I)</strong></td>
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### 10.30-12.30 **ORAL SESSION 1.2: Identifying and measuring bullying**

**Chair: Guy Notelaers (N)**

Bullying and harassment in Public Companies in Northern Italy: present situation and possible prospects. **Marco D’Orso (I)**

Employee voice and the deconstruction of a bullying and harassment narrative: The challenges of using focus groups in an organisational context **Rebecca Holland (UK)**

Bullying in volunteer settings: An exploratory study **Megan Paull (AU)**

Fair game: The influence of cultural norms in creating sanctioned targets in the workplace. **Maryam Omari (AUS)**
Development and validation of the Abusive Supervision Demand Appraisal Measure (ASDAM). 
*Melinda L. Scheuer (USA)*

Negative behaviours, bullying, and outcomes in South-East Asia
*Gintare Visockaite (UK)*

**10.30-12.30 ORAL SESSION 1.3: Coping with bullying**

**ROOM 2 “Lazzati”**

*Chair: Adrianne Hubert (NL)*

Factors influencing target approaches towards workplace bullying resolutions.
*Kate Blackwood (NZ)*

The role of psychosocial safety climate (psc) in coping with workplace bullying: a grounded theory and sequential tree analysis.
*Sharon Kwan Sam Mee (AU)*

What do bullied men need to restore dignity at work? 
*Judith MacIntosh (CDN)*

Nurses coping with workplace bullying: strategies that work.
*Shellie Simons (USA)*

Naming bullying at work and its effects on mental health.
*Angelo Soares (CDN)*

The moderating role of individual coping style on the bullying-health relationship
*Iselin Reknes (N)*

**10.30-12.30 ORAL SESSION 1.4: Legislation and compensation**

**ROOM 3 “Panighi”**

*Chair: Katherine Lippel (CND)*

Time for a European directive to address psychological harassment?
*Ursula Connolly (IRL)*

Considerations on the effectiveness of workplace bullying regulations in Brazil: access to justice and the role of labour judges, labour inspectors and other legal actors.
*Julia Gitahy da Paixão (CND)*

The new anti-bullying jurisdiction of the fair work commission.
*Peter Hampton (AU)*

A review of workplace bullying/mobbing legislation.
*Raymond T. Lee (CND)*

The legal link between moral and sexual harassment in french labour law.
*Loïc Lerouge (F)*

Analysis of Japanese case law on workplace bullying.
*Shino Naito (J)*

**12.30-13.30 Lunch**
13.30-15.30 ORAL SESSION 2.1: Prevention and intervention issues

Chair: Stig Berge Matthiesen (N)

Workplace bullying interventions: developing a taxonomy to guide the selection and implementation of intervention strategies.
*Sara Branch (AU)*

For rewriting the so-called "moral harassment" situations.
*Laurent Chaine (F)*

Ethical infrastructure and its’ influence on conflict management climate: An empirical investigation and implication for preventing workplace bullying.
*Kari Einarsen (N)*

Do formal organisational investigations of bullying complaints deliver justice?
*Helge Hoel*

Mediation for Harassment complaints: What happens to the parties’ relationship?
*Dominique Jarvis (CND)*

Bullying in a Pristine Organisation.
*Sheila White (UK)*

13.30-15.30 ORAL SESSION 2.2: Coping with bullying

Chair: Angelo Soares (CND)

Nothing strengthens authority so much as silence: why so few bullying targets report.
*Allison J Ballard (AU)*

A pound of prevention: 10 steps to stop workplace bullying before the damage.
*Lorna Blumen (CND)*

The effectiveness of coping; does choice of coping strategy moderate the outcomes of workplace bullying?
*Rebecca Hewett (UK)*

Approaches to try to solve workplace bullying at early stages: Implications from external procedures.
*Yusuke Naganuma (J)*

The relationship between personality traits, bullying at work, health complaints and absenteeism.
*Mieneke Pouwelse (NL)*

“Respect at Work” - implementation of a values-based programme to address workplace bullying.
*Philippa Reed (NZ)*

13.30-15.30 ORAL SESSION 2.3: Work organization and bullying

Chair: Janne Skakon (DK)

Workplace bullying in the middle east: a case of nurses in Jordan.
*Imad Al Muala (MAL)*

The impact of verbal abuse from outsiders versus insiders on trust in management.
*Sabrina Deutsch Salamon (CND)*
Analyzing and anticipating bullying. A systemic approach.
*Ugo Merlone (I)*

The Michigan model of stress for studying the effects of changes in the job on workplace bullying.
*Guy Notelaers (N)*

The bullied professor: a study about organizational conditions which favor the occurrence of bullying in private higher education institutions.
*Míriam Rodrigues (BR)*

Making new sense of leaders bullying.
*Janne Skakon (DK)*

**13.30-15.30 ORAL SESSION 2.4: Risk Factors**
*Chair: Denise Salin (FIN)*

Workplace bullying and structural empowerment in emergency department nurses
*Awadallah Kiefah (USA)*

The relationship between organizational change and being a workplace bully: a three wave longitudinal study.
*Elfi Baillien (B)*

Relationships with management, bullying, and employee performance: australian police officers.
*Ben Farr-Wharton (AU)*

Hierarchical cultures and workplace bullying: the legacy of religious cultures in Irish schools.
*Norman O’Higgins (IRL)*

Using the Personality Assessment Inventory to discriminate bullied workers able to return to work from those unable to do so.
*Adam Patrech (AU)*

Social class indicators and workplace bullying in a nationally representative sample of working adults in Japan.
*Tsuno Kanami (J)*

**15.30-15.45 Coffee break**

**15.45-16.45 POSTER SESSION**

1. Copying with bullying

1.1 Inhibiting factors of early mediation about workplace bullying.
*Yusuke Naganuma (J)*

1.2: Coping and coping resources empowering employees against workplace bullying: a sytematic review.
*Whitney Van den Brande (B)*

2. Discrimination

2.1 Work organisational aspects and the retirement of work due to cumulative trauma disorders.
*Maria do Carmo Baracho de Alencar (BR)*
2.2 Newcomers’ experiences of workplace bullying.  
Serena Jones-Charbachi (CND)

2.3 The bully and victim in a culture that rejects different people.  
Miwako Wakui (J)

3. Gender issues

3.1 Moderating effects of gender and educational level on relationship between workplace injustice and health problems: A comparison between South Korea and EU Countries.  
Mo-Yeol Kang (ROK)

3.2 Domestic violence is a workplace harassment and violence problem.  
Barb MacQuarrie (CND)

4. Health effects and rehabilitation

4.1 Workplace bullying and low back pain among the hospital nurses  
Lina Bernotaite (LT)

4.2 Occupational Adjustment Disorder: investigation on specific features.  
Rodolfo Buselli (I)

4.3 The relationship between exposure to negative behavior at work and disturbed sleep  
Kirsten Nabe-Nielsen (DK)

4.4 How modern management may prepare bullying.  
Marie-France Hirigoyen (F)

5. Identifying and measuring bullying

5.1 Naq-r in Lithuania: psychometric properties of the workplace bullying instrument.  
Milda Astrauskaite (LT)

5.2 Bullying in the workplace: a case study at an institution of higher education.  
Manuel Araújo (P)

5.3 Developing and testing a self-assessment tool for workplace bullying.  
Carlo Caponecchia (AUS)

5.4 Psychosocial risks in workers employed in the building of the great infrastructures.  
Luigi Carpentiero (I)

5.5 Item generation of a new “multi-dimensional inventory of work-environment hostility” (MIWEH).  
Maria Chiara Gugiari (I)

5.6 Ethics of the work and bullying in the perspective of moral philosophy.  
Magdalena Najda (PL)

5.7 On the inside looking out: Stories of workplace abuse as analytical tools.  
Maryam Omari (AUS)
5.8 Workplace bullying and harassment in the south of Italy: do they exist?
*Elisabetta Riccardi (I)*

5.9 Workplace bullying in Japan: a preliminary study.
*Shitara Saeko (J)*

5.10 Reliability and validity of the Organizational Well-being Questionnaire.
*Steven J.E. Van den Eede (B)*

5.11 Workplace aggression and bullying in nursing: a multilevel study.
*Kathrin Waschgler (A)*

5.12 Apathy or Action: Exploring peer perceptions of and responses to observations of workplace bullying.
*Juliet McMahon (IRL)*

6. *Leadership*

6.1 A correlational study on the link between destructive-constructive Leadership and Moral Disengagement of followers.
*Andrea Bobbio (I)*

16.45-17.20 **Keynote**: Bullying and harassment on the workplace – the ethical dimension. *Peter Westerholm (S)*

17.45 **CONCERT** by Choir of the University of Milan

18.30 **WELCOME COCKTAIL**
Thursday 19 June, 2014

9.00-9.35  **Keynote:** Workplace bullying, conflict resolution and mediation; possibilities, limitations and challenges. **Martin Euwema** (B).

9.40-11.00  **ORAL SESSION 3.1:** Cost of bullying: organizational, societal and individual  
*Chair: Helge Hoel (UK)*

- Long-term consequences of bullying on sickness absence.  
  **Tine Louise Mundbjerg Eriksen** (DK)

- Cost of workplace bullying in American higher education.  
  **Leah P. Hollis** (USA)

- The indirect effect of job strain on long-term sickness absence through bullying: a mediation analysis using structural equation modeling.  
  **Heidi Janssens** (B)

- The link between work-family conflicts, workplace bullying and intention to leave.  
  **Stig Berge Matthiesen** (N)

9.40-11.00  **ORAL SESSION 3.2:** Prevention and intervention issues  
*Chair: Donatella Camerino (I)*

- Multi-party perspectives on factors inhibiting resolution of workplace bullying complaints in New Zealand’s nursing profession.  
  **Kate Blackwood** (NZ)

- Overcoming the barrier of evidence in workplace discrimination conciliation. Some reflections on a method for promoting the progressive realisation of equality.  
  **Mark Cerne** (AUS)

- Reconciling mediation, bullying and harassment: a mediator perspective.  
  **Ria Deakin** (UK)

- The impact of personality structure on outcomes of workplace mediation.  
  **Jennifer Anne Ellison** (AUS)

9.40-11.00  **ORAL SESSION 3.3:** Identifying and measuring bullying  
*Chair: Jordi Escartin Solanelles (E)*

- An experience of bullying: Gaining a deeper understanding of perceptions of bullying in institutions.  
  **John Richard Collins** (AU)

- Culture matters: a global project on perceptions of workplace bullying.  
  **Denise Salin** (FIN)

- Workplace incivility in public education  
  **Joshua Powell** (USA)
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<td>9.40-11.00</td>
<td>ORAL SESSION 3.4: Role of social actors</td>
<td>Room 3 “Panighi”</td>
<td>Norman O’Higgins (IRL)</td>
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<td>11.30-12.30</td>
<td>ORAL SESSION 4.1: Health effects and rehabilitation</td>
<td>Room PIOXII</td>
<td>Marie-France Hirigoyen (F)</td>
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<td>11.30-12.30</td>
<td>ORAL SESSION 4.2: Sexual harassment</td>
<td>Room 1 “Barelli”</td>
<td>Pat Ferris (CND)</td>
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<td>11.30-12.30</td>
<td>ORAL SESSION 4.3: Bystanders</td>
<td>Room 2 “Lazzati”</td>
<td>James Burton</td>
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The role of HRM in the prevention and control of WPB: Preliminary results.
Eleni Apospori (GR)

Is it really a man’s world? The experiences of bullying and negative behaviour at work for women working in a male dominated profession.
Wendy Bloisi (UK)

Gender warfare: the indignities and injustices served on women when bullying and sexual harassment are used as weapons of destruction in the political trenches - a case study from Australia’s political landscape.
Susan Harwood (AUS)

Identifying bullying in a court. A case study.
Magdalena Najda (PL)

Musculoskeletal findings in patients exposed to workplace bullying. Data from a norwegian clinical program.
Kristin Buhaug (N)

A diagnostic focus for long-term victims of workplace bullying disorders: symptoms, and impaired belief systems?
Evelyn Field (AUS)

Individual and group psychotherapy for victims of workplace bullying.
Mariachiara Gugiari (I)

Saying sorry: the power of words to cause and redress workplace sexual harassment.
Craig Collins (AUS)

Sexual harassment, credibility and the media: unwelcome conduct and the reasonable complainant.
Judd Keziah (AUS)

Whispers from the bush: The sexual harassment of Australian rural women at work.
Skye Saunders (AUS)

Development and validation of a metric for responsible bystander intervention in workplace verbal bullying: a UK field study.
Lynn Lansbury (UK)

Activating bystanders: Development, implementation and evaluation of a dialogue-based tool.
Eva Gemzøe Mikkelsen (DK)
11.30-12.30 ORAL SESSION 4.4: Cyber bullying

**Chair:** Silvia Punzi (I)

Workplace cyberbullying among junior doctors: an attributional perspective.
*Samantha Farley (UK)*

Cyberbullying in work life.
*Rebecka Forssell (S)*

Understanding cyberbullying at work: The experiences of targets.
*Ernesto Noronha (IND)*

**12.30-14.00 Lunch**

14.00-14.35

**Keynote:** "There Ought to Be a Law": Really? *Katherine Lippel* (CND).

14.40-16.00 ORAL SESSION 5.1: Work organizational and bullying

**Chair:** Anders Skogstad (N)

Conflict management climate moderates the relationship between exposure to workplace bullying and target work engagement.
*Ståle Einarsen (N)*

An occupational health and safety approach to preventing workplace bullying and harassment: progress, pitfalls and promise.
*Harlos, Karen (CND)*

An analysis of discourses of workplace bullying prevention: American hospital nursing unit managers and organizations.
*Susan L Johnson (USA)*

Fear, Futility and Silence- why employees do not utilise anti-bullying procedures at work.
*Juliet MacMahon, (IRL)*

14.40-16.00 ORAL SESSION 5.2: Prevention and intervention issues

**Chair:** Eva Gemzoe Mikkelsen (DK)

Evaluation of an organisational intervention to reduce the bullying of trainee doctors.
*Madeline Carter (UK)*

You can complain but we may not listen: the impact of anti-bullying policies upon prevalence and outcomes.
*Hazel Mawdsley (UK)*

Towards zero tolerance of bullying in organizations.
*Maarit Vartia (FIN)*

Procedures on work-related bullying disputes.
*Manuel Velázquez (E)*
14.40-16.00 ORAL SESSION 5.3: Identifying and measuring bullying  
ROOM 2 “Lazzati”

Chair: Annie Hogh (DK)

Discovering bullying and other stressors: a qualitative study on Italian farms.  
Andrea Debelli (I)

Gradually or all of a sudden? Examining how workplace bullying targets carry out bullying behaviors.  
Jordi Escartín Solanelles (E)

Workplace bullying or reasonable management action? Case analysis of externally investigated complaints of workplace bullying in Australia.  
Harriet Stacey (AUS)

Shame, sadness and pain: using metaphors to communicate emotions associated with workplace bullying.  
Alison Thirlwall (UAE)

14.40-16.00 ORAL SESSION 5.4: Role of social actors  
ROOM 3 “Panighi”

Chair: Marco D’Orso

Teacher-on-Teacher Workplace Bullying in Irish post-primary schools: The problem in dealing with complaints of workplace bullying.  
Genevieve T. Murray (IRL)

Foundations for the counteraction of bullying at workplaces: A Grounded theory study based on focus groups interviews.  
GullBritt Rahm (s)

A semantic understanding of workplace bullying in New Zealand press.  
Stephen T.T. Teo (NZ)

Workplace bullying as sensemaking: an analysis of target and actor perspectives on initial hostile Interactions.  
Katerina Zabrodksa (CZ)

16.00-16.30 Coffee break

16.30-17.00 POSTER SESSION  
ROOM P10 XII

1. Prevention and intervention issues

Sigrid Baldanzi (I)

1.2 Effective workplace bullying investigations in the Australian workplace context: what works, what are the challenges, and what’s next.  
James Beard Grevis (AUS)

1.3 The importance of being “neutral” in workplace bullying prevention.  
Andrea Debelli (I)

1.4 Conflict management in small and medium enterprises (conflictman): adaptation and diffusion of the bully free workplace model.  
Kirsti Jacobsen (N)
1.5 Our own integrity, health and image.  
Tom Maarup (DK)

1.6 Instruments to increase the bullying and harassment risk perception in the workplace.  
Guglielmo Dini (I)

1.7 Conflict management procedures related to workplace harassment and other similar situations.  
María del Carmen Rodríguez Pérez (E)

1.8 The different mechanisms for preventing harassment in the workplace.  
1.9 María del Carmen Rodríguez Pérez (E)

1.10 Workplace bullying: deterring role of problem solving.  
Milda Astrauskaite (LT)

1.11 The center against bullying and occupational discomfort democratic medicine association of florence  
Luigi Carpentiero (I)

1.12 Compassionate facilitated listening and coaching intervention designed to prevent onset of adverse event for either party in employee manager conflict.  
Rekha Johnson (USA)

2. Risk factors
2.1 Interpersonal conflicts and quarrels as predictors of bullying behaviour and self-reported role as a target, perpetrator or bystander of bullying in the workplace. A two-year follow-up study.  
Annie Hogh (DK)

2.2 Workplace mobbing: the influence of victim’s coping style on bystanders’ behavior.  
Roelie Mulder (NL)

3. Role of social actors
3.1 Humor and workplace bullying.  
Mille Mortensen (DK)

4. Sexual harassment
4.1 Subject positioning in qualitative interview study on sexual harassment  
Katri Lamesoo (EST)

5. Incivility
5.1 The relationship of workplace incivility, school culture, workplace engagement, and working conditions on school district turnaround.  
Joshua Powell (USA)

17.00-18.30 General Assembly of the IAWBH  
ROOM P10XII

20.30 Social dinner  
UNIVERSITY OF MILAN  
Via Festa del Perdono, 7
Friday 20 June, 2014

9.00-9.35 **Keynote:** The role of the occupational physician for prevention of bullying and harassment on the workplace. **Giovanni Costa** (I)

9.40-11.00 **ORAL SESSION 6.1:** Identifying and measuring bullying  
**ROOM PIOXII**  
Chair: **Ståle Einarsen** (N)

Critical assessment of workplace harassment investigation reports and recommendations.  
_Catherine Burr_ (CND)

The impact of workplace bullying on apprenticeship and traineeship completion.  
_Darcy McCormack_ (AUS)

Bullying and the Church of England: unresolved issues  
_Anne Lee_ (UK)

Use of video format to describe experiences and consequences of workplace bullying for men.  
_Sue O’Donnell_ (CND)

9.40-11.00 **ORAL SESSION 6.2:** Legislation and compensation  
**ROOM 1 “Barelli”**  
Chair: **Renato Gilioli** (I)

Work psychology and law. The bullying expertise: what it is and what it is for.  
_Harald Ege_ (I)

How courts go about to recognise bullying without knowing what it is? Five case-studies from the Norwegian Appeal Court.  
_Jan Gregersen_ (N)

Canada’s proactive responses to workplace bullying and harassment: Legislative and organizational initiatives.  
_Otto Cheryl_ (CND)

Harassment law in Japan and recent trend of cases.  
_Eiichiro Yoshikawa_ (J)

9.40-11.00 **ORAL SESSION 6.3:** Work organization and bullying  
**ROOM 2 “Lazzati”**  
Chair: **Maarit Varti- Väänänen** (FIN)

Workplace bullying: The shaping of practices – prevention, intervention, and transformation.  
_Adriana Berlingieri_ (CND)

Forthcoming study of the relationship between organizational factors, people’s experience of work, sick leave and bullying occurrence.  
_Stefan Blomberg_ (S)

The mitigating role of leader-member exchange in the relationship between psychological contract violation and counterproductive work behavior: a diary study among volunteers.  
_Griep Yannick_ (B)
Hidden action: A gendered organizational analysis of workplace bullying.
Eva Zedlacher (A)

9.40-11.00 ORAL SESSION 6.4: Risk factors ROOM 3 “Panighi”
Chair: Carlo Caponecchia (AUS)

Mobbing behavior in the white-collar workers in turkey.
Dangac Gönil. (TR)

The job demands-resources model: a panel study of antecedents and mechanisms of negative acts at work.
Ann-Louise Holten (DK)

Effects of workplace incivility, workplace bullying, and culture on student achievement.
Joshua Powell (USA)

Workplace bullying during economic crisis: what do figures show?
Tanja Urdih Lazar (SLO)

11.00-11.30 Coffee break

11.30-12.30 ORAL SESSION 7.1: Leadership issues ROOM P1OXII
Chair: Elfie Baillien (B)

Workplace bullying: the role of transformational leadership, two principles of industrial democracy, and lifestyle.
Milda Astrauskaite (LT)

Taming the beast: how American corporations unwittingly conspire to make bullying a rational.
Teresa A. Daniel (USA)

How and when may laissez-faire leadership be destructive? The mediating and moderating effects of supervisory interactional justice and occupational self-efficacy.
Anders Skogstad (N)

11.30-12.30 ORAL SESSION 7.2: Discrimination ROOM 1 “Barelli”
Chair: Evelyn Field (AUS)

The impact of (hetero) normative organisational cultures on the experiences of lesbian, gay and bisexual teachers in irish primary schools.
Declan Fahie (IRL)

Sexualities and discrimination: Who’s at risk?
Duncan Lewis (UK)

Bullying: a form or a mode of discrimination in workplaces?
Fatma Zragua (F)

11.30-12.30 ORAL SESSION 7.3: Psychophysiology ROOM 2 “Lazzati”
Chair: Ase Marie Hansen (DK)

Daily interpersonal conflicts and positive and negative affects among naval cadets: the moderating role of neuroticism.
Jørn Hetland (N)
The association between workplace bullying and salivary cortisol concentration.  
Matias Brødsgaard Grynderup (DK)

Does workplace bullying change cortisol concentrations? A longitudinal study among Danish employees.  
Maria Gullander (DK)

12.30-13:15 Closing Ceremony

13.15 Lunch Box