13th International Association on Workplace Bullying and Harassment Conference

San Diego, California, USA

Call for Papers & Presentations

Conference Theme: Re-imagining Ways to Research and Address Workplace Bullying and Harassment

Several decades of research devoted to the study of workplace bullying and harassment has created deeper awareness and understanding of these phenomena. Despite these great strides there is still more work that remains to be done. The aim of this conference is to explore innovative ways to research and address workplace bullying and harassment. Bullying persists despite the collective efforts of researchers and practitioners to remediate it. This conference is designed to encourage us to think creatively about how new strategies might forge new ground in understanding and addressing bullying and harassment so that workplaces can be transformed across the globe.

Submissions

Abstracts are invited from academics and practitioners. All submissions will be double- blind peer reviewed with accepted abstracts published in the conference proceedings. The conference program will consist of workshops, oral presentations, and poster sessions.

Submission Deadline: Tuesday, February 1 2022

Notification of Acceptance: From Saturday, 28 February 2022

Handouts: Please note that the preparation and supply of any handouts and materials used in the workshops will be the responsibility of the presenters.

Costs: All costs to attend the conference, including the conference registration fee, must be met by the facilitators.

Conference Themes

While all proposals that address workplace bullying and/or harassment will be considered we are particularly interested in proposals that match the theme of the conference. We are interested in papers that explore solutions at the micro, mezza, and macro levels, including action steps for targets, bystanders/upstanders, HR policies and procedures, public policy/legislation, and solutions under current legal systems in the US and around the globe.

We welcome submissions of abstracts, posters, and workshop sessions within the following themes, from both practitioners and academics.

(We've provided some ideas for each theme but submissions are not limited to what's listed.)

Defining, identifying and measuring
- Definitions and nomenclature
- Language and communication surrounding bullying and harassment
- Comparing and contrasting bullying, harassment, and other psychosocial factors
- Assessments
- Measurement tools and methodology
- Impact and cost
- Investigations
- Identifying those who engage in bullying or harassment
- Identifying toxic management systems

Risk factors
- Antecedents and causes
- Leadership
- Perception and representation
- Work environment and organizational culture
- Personality of the bully, target, bystanders, leadership

Prevention, intervention, and solutions
- Innovative solutions to minimizing bullying and harassment
- Model prevention policies
- Safety obligations
- Risk management
- Intervention policies
- Intervention context
- Efficiency and control
- Human resources processes and procedures
- Organizational culture as prevention
- Mediation
- Coaching
- Training
- Alerting, reporting and whistleblowing
- Advice giving to targets, organizations, and perpetrators

Work environment and social actors
- Industry specific; bullying and harassment in the context of a specific industry
- Organizational justice
- Education for human resources
- Organization of work

- Bystanders and intervention
- Role of managers and leaders
- Roles of practitioners, consultants and coaches
- Roles of trade unions; successful intervention or mitigation by trade unions
- Roles of employer organizations
- Collective bargaining
- Civic associations
- Ethics and moral responsibility

Legislation and compensation
- Solutions through law and legal systems
- Role of the court system
- Regulation
- Legal framework
- Laws related to bullying and harassment, such as health and safety, workers' compensation, labor, social security,
- Legal landscape
- Lobbying

Bullying and harassment in a pandemic
- Impact of COVID on organizations, bullying and harassment, and solutions
- Impact of economic crisis on organizations, bullying and harassment, and solutions
- Impact of virtual work and flexible work schedules on organizations, bullying and harassment, and solutions

Health effects, coping, survival and success
- Health effects
- Rehabilitation
- Success stories of survival
- Resilience and overcoming adversity

Cyberbullying
- New technologies
- Employer challenges, solutions and preventative measures
- Regulation

Culture, under-represented groups, and intersectionality
- Multicultural or international contexts
- Dynamics of race, gender, disability, and/or other protected statuses
- Bullying and harassment of under-represented groups; intersectionality of protected statuses

Submission of abstracts for oral presentations and posters

Writing Guidelines for Abstracts for Oral Presentations and Posters
- Abstracts are to be written in Microsoft Word (or compatible) formatted according to the instructions below.
- To facilitate blind review, please ensure that any features that could identify an individual are removed from the submitted abstract.
- Author name(s), affiliation and contact details will be submitted via the online submission form with the abstract submitted as an attachment (see www.http://www._____.com/abstract-submission)

Formatting Your Abstract

<div align="center">

Title
(Sentence case, 14 point Times New Roman, Bold, Centred)

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Abstract Body
- Sentence case, 12 point Times New Roman, left justified.
- Abstracts should be between 350-500 words.
- Figures are not permissible.
- Headings are permissible – e.g. Aim, Methods, Results, and Conclusions – if relevant.
- If empirical research is reported, then please indicate whether qualitative, quantitative or mixed methods

Keywords: Sentence case, 12 point Times New Roman, Bold, Left justified.
3-5 keywords that are indicative of the abstract - Sentence case, 12 point Times New Roman, Left justified.

<div align="center">

[Author(s)] : (Surname(s) and Name(s). (lower case, 12 point Times New Roman)
[Affiliation(s)]: (If there is more than one institution, please use superscript numbers to link authors to their affiliation). Include only the institution, city, state, and country).

[Presenting author]: Surname, name and e-mail address

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Submission of Workshops

Description

Workshops are interactive sessions in which participants are able to interact in activities or take part in a demonstration of a technique or methodology. While they may include some delivery of content through lecture-style delivery, workshops should have a significant "hands-on" component. This may include, for example, brainstorming, facilitated discussions, reflecting on case studies, simulations or other activities.

Workshops are typically two hours.

Information on proposals

The workshop facilitator(s) should prepare a workshop proposal which includes (see template for details):

- A workshop title
- A brief (100 word) biography of the facilitator(s)
- A rationale for conducting the workshop at the conference
- A description of expected outcomes for participants
- A description of the ways in which the workshop will be interactive (ie. what types of activities will be used)
- An abstract (300-400 words) which outlines the topic of the workshop, why the topic is important, the contents to be included under the topic, what the participants will have the opportunity to learn, and a brief description of the activities that will be included.

Things to note
- Workshops should not be used to promote or sell particular products or services.
- Within the workshop, the advantages and disadvantages of techniques or approaches that are demonstrated should be considered within the session.
- In addition, consideration should be given to providing a wider context for the focal topic of the workshop (eg. alternative or contrasting approaches)

Workshop Submission Template

The proposed title
Type here
A brief (100 word) biography of the facilitator(s)
Type here
Summary of the workshop objectives and activities (3-5 dot points)
Type here

A 300-400 word (maximum) description of the workshop for the Conference Abstract Booklet. This should outline the topic of the workshop, why the topic is important, the contents to be included under the topic, what the participants will have the opportunity to learn, and a brief description of the activities that will be included.			
Type here			
A rationale for conducting the workshop at the conference (100 word maximum)			
Type here			
Names, titles and affiliations of the workshop facilitators			
1. Title	Name	Affiliation	Email addresses
2.			
3.			
4.			
5.			
Format of workshop, including a description of the ways in which the workshop will be interactive, experiential and hands-on. Also include a simple agenda and timing of each topic.			
Type here			
Targeted attendees			
Type here			
Expected outcomes			
Type here			
Desired AV equipment (The need for any specialised equipment (anything beyond the supplied set-up may require separate funding)			
Type here			

Handouts

Please note that the preparation and supply of any handouts and materials used in the workshop will be the responsibility of the presenters.

Costs

All costs to attend the conference, including the conference registration fee, must be met by the facilitators.

Writing Guidelines for Full Papers

We will accept full papers for review, though abstracts are preferred.

- Papers are to be written in Microsoft Word (or compatible) formatted according to the instructions below
- To facilitate blind review, please ensure that any features that could identify an individual are removed from the submitted paper
- Author name(s), affiliation and contact details will be submitted via the online submission form along with the abstract.
- Attach your full paper to your abstract submission.

Formatting Your Paper

- Title – Sentence case, 14 point Times New Roman, Bold, Centred
- Author(s) – (Surname(s) and Name(s). (lower case, 12 point Times New Roman)
- Affiliation(s) – If there is more than one institution, please use superscript numbers to link authors to their affiliation. Include only the institution, city, state (if applicable), and country
- Presenting author – Surname, name and e-mail address, underline presenting author on the cover page

Abstract

- Up to 150 words
- Keywords
- 3-5 keywords, 12 point Times New Roman, Left justified.
- Body
- Sentence case, 12 point Times New Roman, left justified.
- Papers should be between 4000 - 5000 words.
- Figures are not permissible.
- Headings are permissible – e.g. Aim, Methods, Results, and Conclusions – if relevant.
- If empirical research is reported, then please indicate whether qualitative, quantitative or mixed methods

Referencing Style

- APA Style 7th edition