

**7<sup>th</sup> International Conference on Workplace Bullying and Harassment  
“Transforming Research: Evidence and Practice”**

**CALL FOR ABSTRACTS/PAPERS**

**Deadline for Abstract Submission: August 31<sup>st</sup> 2009**

A great deal of uncertainty and ambivalence exists in many contemporary organisations and indeed in society more generally. Partly this uncertainty may be attributed to the current economic climate; globalisation and its consequences; rapid technological change; to acts, or threats of acts of terrorism; shifting patterns of work and work relationships; and economic mismanagement and unethical behaviours in some corporations.

As such, we have seen an increase in reported stories of bullying, harassment, pressured workplaces, violence at work and deviant behaviours in the workplace currently and in the last decade or so. We have also seen increased employee anxiety; a change to concepts such as loyalty, commitment and service; and a growing mistrust of management and colleagues and their motives. Behaviours associated with bullying have been reported at all levels in organisations; from managers to staff, staff to managers; staff to staff, and customers or suppliers to staff.

In many cases, government bodies have made serious attempts to address the problem by supporting research activity. More work, however, remains to be done and this conference presents as an opportunity to share what has been done so far and to discuss where we might need to go in the future.

One of the aims for this conference is to bring interested parties in organisations and government; researchers; policy makers; intervention specialists such as mediators, trainers, practitioners, therapists and counsellors together in a unified and synergistic conference format where ideas may be shared and exchanged in the spirit of collegiality and co-operation. In this way, we will enhance knowledge exchange and the dissemination of knowledge relating to workplace bullying and harassment.

The conference will enable researchers and practitioners to discuss and debate appropriate research and practicalities into matters affecting them at work to create new understanding; and to use that understanding to put in place positive strategies and interventions to create more meaningful, productive, and positive workplaces.

We therefore call for abstracts of up to 500 words from researchers, students and practitioners in this important field.

All abstracts must be submitted in English, which is the language for the conference.

All abstracts will be subject to a double blind peer review process. Reviewers will be asked to select abstracts on the basis of their suitability for a full conference oral presentation; a round table discussion, a poster presentation, or rejection.

When all abstracts have been reviewed and the author(s) have achieved success or otherwise, the possibility for a full paper will then be offered to those whose abstracts

have been accepted and who need to submit a full paper for the purpose of obtaining funding to attend the conference.

For those wishing to accept this offer, full papers will be accepted on the basis of the successful abstract but with the option for a double blind peer review in the near future.

For those whose abstract is determined suitable for a poster presentation the International Association of Bullying and Harassment (IABH) will award a prize for best poster.

We are currently in preliminary discussion with a number of academic journals about the possibility of a special edition of the journal of suitable papers from the conference. The European Journal of Industrial Relations (EJIR) has expressed an interest at this stage for papers that have an Industrial Relations/trade union/works councils and European focus.

### **Deadline for Abstract Submission: August 31<sup>st</sup> 2009**

While the deadline is August 31<sup>st</sup>, 2009, we encourage you to submit your abstract as soon as possible. This will enable us to have the abstract reviewed and advise you of the outcome in a timely manner.

We ask you to use the online form for the submission of your abstract (see [www.glam.ac.uk/workplacebehaviours](http://www.glam.ac.uk/workplacebehaviours))

Abstracts on all aspects of workplace bullying and harassment are welcome. These include results of practitioner interventions/experiences, original research, case reports, review articles and papers on any of the streams listed below.

Please note: The streams are not meant to be prescriptive or limiting in any way and if you consider that you have an abstract that does not fit within any of these streams, you are very welcome to submit the abstract and suggest a more relevant stream.

#### **Conference Streams**

Bullying and Harassment  
Corporate Social Responsibility / Morality / Ethics  
Dignity at Work  
Discrimination  
Emotions  
Health and Wellbeing  
Interventions  
Industrial Relations  
Law  
Leadership  
Management  
Mediation / Counselling / Conflict  
Methodology  
Organisational Culture

Power  
Role of Practitioners  
Whistleblowing  
Workplace bullying / Mobbing  
Workplace Cyber-bullying

### **Submitting an abstract**

Each abstract must fit within the abstract template on our website; use Arial font in point size 12; and be no longer than 500 words.

### **Preparation of your abstract**

As a blind peer review process is being utilised we ask that you do not include the names of authors on the abstract. The names of authors and their affiliations (institutions) will be submitted on-line when you submit the abstract.

The title of the abstract is to be no longer than 12 words.

In the case of an abstract reporting the results of research, the author(s) should state briefly and clearly the purpose, methods, results and conclusions of the work.

For practitioners, the abstract should include an activity or intervention that they are reporting on, and their conclusions from that activity.

- Introduction: Clearly state the purpose of the abstract
- Methods: Briefly describe the method used and why you chose that method
- Discussion: Discuss the results of the study and draw appropriate conclusions

Delegates will be notified of the outcomes of the review process by October 31st 2009. This will enable delegates to have the time to register for the conference, take advantage of early bird rates, and arrange their transport and accommodation.

### **Withdrawing an abstract**

If you wish to withdraw an abstract prior please contact the conference administrator at Email: [workplacebehaviours@glam.ac.uk](mailto:workplacebehaviours@glam.ac.uk) or Telephone: +44 (0)1443 483575

### **Posters**

For those abstracts selected for a poster presentation, the following guidelines are to be followed.

Posters should be presented on one piece of A1 size paper (84.1cm x 59.4cm). They can be on any topic related to the conference theme and can report on either research or practice.

## **Full papers**

For those who need to submit a full paper for the purposes of obtaining funding to attend the conference, once your abstract has been accepted the following requirements need to be followed.

1. Show the title of the paper in no more than twelve (12) words, author(s) names and contact details, and conference stream to which the paper is being submitted on the first page. The paper itself should show the title, but no authors' names or affiliation.
2. Address at least one of the streams listed above; please indicate on the first page which theme(s) you think the paper is best suited.
3. Include a 200 word abstract and six (6) keywords on the second page.
4. The paper is to be no more than 5000 words (including references) and to be referenced using Harvard style referencing convention.
5. Avoid diagrams, tables, charts and pictures unless absolutely necessary.
6. Satisfy the peer reviewers, where possible, that it (a) is relevant to at least one of the conference streams; (b) engages with research; (c) has a clear theoretical, policy, or practical context; and (d) is written in a clear style. It may include empirical data.
7. Full papers are to be checked for viruses prior to submission and then submitted by email to: [workplacebehaviours@glam.ac.uk](mailto:workplacebehaviours@glam.ac.uk). The reason a full paper is being submitted must be stated in the body of the email.