

IAWBH 15<sup>th</sup> Biennial International Conference

# Conference Paper Guide

[iawbh2026.org](http://iawbh2026.org)

## Overview

This guide outlines the process for submitting abstracts to the 15<sup>th</sup> Biannual International Association on Workplace Bullying and Harassment (IAWBH) Conference. It provides essential information including key dates, submission requirements, and the review procedures to support contributors in preparing high-quality submissions.

The theme of the IAWBH 2026 Conference is “*How do we solve a problem like....*” and invites researchers, practitioners, and policymakers to explore innovative approaches to understanding and addressing workplace bullying, harassment, and related issues. Through interdisciplinary dialogue and evidence-based insights, the conference aims to foster inclusive, respectful, and psychologically safe work environments across global contexts.

## Key Dates

Event	Date
Abstract Submission Deadline	December 31, 2025 23:59 AEDT
Paper / Poster Acceptance Notification	Jan 29, 2026
Author Registration Deadline	March 2, 2026
Early Bird Registration Deadline	March 30, 2026
PhD Pre-Conference Workshops	June 2, 2026
Conference	June 3-5, 2026

## Conference Themes

The IAWBH 2026 Conference invites submissions that align with one or more of the following themes, each reflecting the complexity and urgency of addressing workplace bullying, harassment, and wellbeing:

Theme	Suggested Keywords
<b>Intersecting Hazards: Psychosocial Risk and Structural Inequality in the Workplace</b> Explore how psychosocial hazards—such as high job demands, poor support, or bullying—interact with structural inequalities related to gender, race, class, and employment precarity, compounding risk and shaping differential experiences of harm.	<ul style="list-style-type: none"><li>• Psychosocial risk factors</li><li>• Intersectionality</li><li>• Gendered workplaces</li><li>• Cumulative disadvantage</li></ul>
<b>Workplace Sexual Harassment: Power, Policy, and Pathways to Prevention</b> Examine the dynamics that both underpin and address workplace sexual harassment, including the roles of power, organisational	<ul style="list-style-type: none"><li>• Sexual harassment</li><li>• Gender harassment</li><li>• Power dynamics</li><li>• Gender inequality</li><li>• Trauma-informed approaches</li></ul>

culture, and reporting systems, as well as strategies for prevention, accountability, and cultural change	<ul style="list-style-type: none"> <li>• Victim support</li> </ul>
<b>The Anatomy and Impact of Toxic Workplaces</b> Examining how organisational structures and workplace cultures can enable bullying and harassment, and explore the psychological toll on individuals, with a focus on understanding harm and informing meaningful support and intervention.	<ul style="list-style-type: none"> <li>• Job strain</li> <li>• Rigid hierarchies</li> <li>• Organisational favouritism</li> <li>• Social isolation and workplace ostracism</li> <li>• Psychological distress</li> </ul>
<b>Building Respectful Workplaces: Prevention, Response, and Culture</b> Explore how organisations can create and sustain cultures of respect and dignity, with a focus on both preventing workplace bullying and harassment and responding effectively when it occurs.	<ul style="list-style-type: none"> <li>• Early intervention strategies</li> <li>• Intervention research</li> <li>• Systems-level approaches</li> <li>• Inclusion and equity</li> <li>• Impact assessment</li> <li>• Feedback mechanisms</li> <li>• Policy</li> <li>• Zero-harm approaches</li> </ul>
<b>Leadership's Role in Eradicating Workplace Bullying and Harassment</b> Examining how leadership styles and organizational structures can either contribute to or mitigate bullying behaviours.	<ul style="list-style-type: none"> <li>• Psychosocial Safety Climate</li> <li>• Transformational / Inclusive / Empathic Visible Leadership</li> <li>• Accountability</li> <li>• Management competencies</li> <li>• Modelling</li> </ul>
<b>Empowering Bystanders: Turning Witnesses into Advocates</b> Addressing when and how bystanders should be encouraged to intervene to respond to bullying and harassment.	<ul style="list-style-type: none"> <li>• Active bystanders / upstanders</li> <li>• Bystander effect</li> <li>• Allyship</li> <li>• Peer support</li> </ul>
<b>Legal Landscapes: Navigating the Complexities of Workplace Harassment Laws</b> Providing insights into legal responsibilities and protections related to workplace bullying and harassment.	<ul style="list-style-type: none"> <li>• Regulation</li> <li>• Legal frameworks</li> <li>• Health and safety law</li> <li>• Labour law</li> <li>• Comparative, international and European law or practices</li> </ul>
<b>Technology and Bullying: Addressing Bullying and Harassment in the Digital Age</b> Exploring how digital communication tools can both contribute to and help prevent workplace bullying and harassment.	<ul style="list-style-type: none"> <li>• Digital communication tools</li> <li>• Remote work dynamics</li> <li>• Online harassment prevention</li> <li>• Digital literacy training</li> <li>• AI-powered monitoring</li> <li>• Cyberbullying detection systems</li> </ul>

<b>Cultural Perspectives on Workplace Bullying and Harassment</b> Understanding the cultural nuances that essential for developing effective anti-bullying and harassment strategies that are both inclusive and contextually appropriate	<ul style="list-style-type: none"> <li>• The global north / global south</li> <li>• Cultural sensitivity</li> <li>• Cross-cultural communication</li> <li>• Power distance</li> <li>• Collectivism vs. Individualism</li> <li>• Ethnocentrism awareness</li> </ul>
<b>Other Relevant Topics</b> High-quality work on workplace bullying and harassment that falls outside the core themes, including emerging issues, novel approaches, and interdisciplinary perspectives.	

## Conference Presentation Formats

### Individual Oral Presentation

This format allows presenters to share their research or practice-based insights in a concise session (usually 15-minutes)\*, which includes time for audience questions and discussion. It is ideal for showcasing completed studies, innovative interventions, or emerging findings relevant to workplace bullying and harassment.

### Snapshot Presentation

A concise 5-minute presentation, perfect for sharing research that is in progress, pilot studies, or early-stage conceptual work. This format allows presenters to introduce emerging ideas and receive constructive feedback from peers in a time-efficient setting.

### Symposia Presentation

Symposia are sessions (typically 60-minutes) that bring together 3–4 related presentations under a common theme. Each presenter contributes a unique perspective, followed by a moderated discussion and Q&A. This format encourages deeper exploration of complex issues and fosters interdisciplinary dialogue.

### Invited Symposia

These are curated sessions (typically 60-minutes) led by experts or thought leaders in the field. Invited symposia typically address cutting-edge topics, emerging trends, or policy-relevant themes. Presenters are selected by the conference committee to ensure high-quality contributions aligned with the conference theme.

### Poster Presentation

Posters offer a visual and interactive format for presenting research, practice innovations, or conceptual frameworks. Posters should be A0 size in portrait orientation and will be displayed during dedicated poster sessions, allowing for informal discussion and networking with attendees.

\*Exact timeframes will be confirmed closer to the conference.

# Abstract Submission Requirements

## General Abstract Requirements (All Presentation Types)

- Word Count: Abstracts must be between 250–300 words.
  - Structure: Clearly outline the following:
    - Background and Aim: What is the purpose or research question?
    - Methodology: What methods or approach were used?
    - Results: What were the key findings or expected outcomes?
    - Implications: What are the practical, theoretical, or policy implications?
  - Title: Provide a concise and informative title (15 words or less)
  - Themes: Select the conference theme(s) that best align with the presentation
  - Author(s) and Affiliation(s): List all contributing authors and their institutional affiliations.
  - Referencing: Use APA 7th edition style for any in-text citations or references (if applicable).
- 

## Presentation-Specific Guidelines

### Individual Oral Presentation

- Focus on completed research or well-developed theoretical work.
- Abstracts should demonstrate a clear narrative from aim to implications.
- Emphasize the significance of findings and how they contribute to the field of workplace bullying and harassment.

### Symposia Presentation

- Submit a symposium overview abstract (250–300 words) that outlines:
  - The unifying theme or topic.
  - The rationale for grouping the presentations.
  - The structure of the session (e.g., number of speakers, order of presentations).
- Each individual presenter within the symposium must also submit a separate abstract following the general structure (aim, methods, results, implications) (250-300 words).
- The symposium chair should be clearly identified.

### Poster Presentation

- Suitable for visual summaries of research, practice-based projects, or conceptual frameworks.
- Abstracts should still follow the structured format but may include preliminary findings or work-in-progress.
- Emphasize the visual and interactive nature of the presentation and how it will engage attendees.

#### Snapshot Presentation

- Ideal for early-stage research, pilot studies, or conceptual ideas.
- Abstracts should clearly state the research question or hypothesis, the planned or initial methodology, and anticipated contributions.
- Results may be tentative or pending, but the abstract should still articulate the value of the work and its relevance to the field.

## Submission Process

To submit an abstract for the IAWBH 2026 Conference:

- **Submission Portal:** All abstracts must be submitted via the official conference submission portal, accessible on the IAWBH Conference website.
- **File Format:** Abstracts must be submitted through the online form; no email submissions will be accepted. If uploading supplementary materials, accepted formats include **.docx** or **.pdf**.
- **Multiple Submissions:** Authors may submit more than one abstract, but each must be submitted separately and tailored to the chosen presentation format.
- **Language:** All abstracts must be submitted in **English**.

## Review Process

All submitted abstracts will undergo a rigorous, double peer-review process. This process ensures that the conference maintains high academic and professional standards, and that the content presented is relevant, evidence-informed, and contributes meaningfully to the field of workplace bullying, harassment, and related issues.

#### Evaluation Criteria

Reviewers will assess each abstract based on the following key criteria:

1. **Relevance to the Conference Theme and Field**
  - Does the abstract align with the overarching theme of the conference?
  - Is the topic clearly situated within the field of workplace bullying, harassment, or wellbeing?
2. **Clarity and Structure**
  - Is the abstract well-organized and clearly written?

- Are the aim, methodology, results (or expected outcomes), and implications clearly articulated?

### 3. **Originality and Innovation**

- Does the submission offer new insights, approaches, or findings?
- Does it challenge existing assumptions or extend current knowledge?

### 4. **Methodological Rigor**

- Is the research design or conceptual framework appropriate and robust?
- Are the methods clearly described and suitable for the research question?

### 5. **Contribution to Practice or Policy**

- Does the work have practical implications for organisations, practitioners, or policymakers?
- Will it stimulate discussion or inform future research, interventions, or policy development?

### 6. **Suitability for the Chosen Presentation Format**

- Is the content appropriate for the selected format (e.g., oral, poster, snapshot)?
- Does the abstract demonstrate potential to engage the intended audience?

## **Review Process**


- Each abstract will be **blind-reviewed** by at least two independent reviewers.
- Reviewers will provide **scores and qualitative feedback** to guide final decisions.
- The Scientific Committee Chairs will make final decisions based on reviewer recommendations, thematic balance, and session planning needs.
- Authors will be notified of the outcome and may be invited to revise or adapt their submission for a different presentation format if appropriate.

## **Notification of Outcomes**

Authors will be notified of the outcome of their abstract submission **by January 29, 2026**, via the email address provided during the submission process. Notifications will include:

- **Acceptance Status:** Whether the abstract has been accepted, conditionally accepted (pending minor revisions), or not accepted.
- **Presentation Format:** Accepted abstracts will be assigned to one of the available presentation formats—oral, poster, or snapshot—based on reviewer recommendations, thematic fit, and scheduling considerations.
- **Next Steps:** Instructions for confirming participation, registering for the conference, and preparing presentation materials (e.g., slides, posters, handouts) will be provided.

## Contact Information

For questions regarding abstract submissions, please contact the Scientific Chair: Dr Annabelle Neall,  [Annabelle.Neall@flinders.edu.au](mailto:Annabelle.Neall@flinders.edu.au)