

Tuesday 2 June 2026
PhD Workshop and IAWBH Board Meeting

<i>Time</i>	<i>Event</i>
	PhD Workshop <i>Convened by Assoc. Prof. Nik Djurkovic</i>
10:00-10:20	Welcome and Introductions <i>Speaker: Assoc. Prof. Nik Djurkovic</i>
10:20-11:10	Expert Talk
11:10-11:30	Morning Tea/Coffee Break
11:30-12:30	PhD Surgery - Round-table discussions – Part 1
12:30-13:30	Lunch Break
13:30-15:00	PhD Surgery - Round-table discussions – Part 2
15.00-15.15	Afternoon Tea/Coffee Break
15.15-16.00	Expert Talk: Getting the most out of your IAWBH conference <i>Speaker: Assoc. Prof. Nik Djurkovic</i>
16:00-16:15	PhD Workshop Close

Wednesday 3 June 2026

Time	Events			
8:00-9:00	Conference Registration			
9:00-10:00	Conference Opening <i>MC: Professor Michelle Tuckey</i> <i>Welcome to Country</i> <i>Dignitary Welcome</i> <i>IABWH Board President Welcome – Dr Alison Thirlwall</i> <i>IABWH Local Organising Committee Chair Welcome – Dr Allison Ballard</i>			
10:00-11:00	Keynote Presentation - Unifying the Puzzle: An Integrative Systemic Approach to Workplace Bullying and Harassment Keynote Speaker: Professor Elfi Baillien <i>Introduced by Professor Michelle Tuckey</i>			
11:00-11:30	Morning Tea			
11:30-1:15 Concurrent Sessions	Invited Symposia <i>How Do We End the Silencing of Women Who Want to Speak Up About Workplace Issues?</i> <i>Chair: Professor Belinda Smith</i>	Individual Oral Presentations <i>Workplace Bullying, Psychosocial Safety, and Organisational Contexts</i> <i>Chair: Associate Professor Skye Charry</i>	Invited Symposia <i>Making the Invisible Visible: Understanding and Combating Violence and Harassment at Work in West Africa</i> <i>Chair: Dr Loïc Lerouge</i>	Individual Oral Presentations <i>Cross-Cultural Understandings of Workplace Bullying</i> <i>Chair: Dr. Alison Thirlwall</i>
	<i>Title: How Do We End the Silencing of Women Who Want to Speak Up About Workplace Issues?</i> <i>Presenters: Abbey Kendall, Anna Hough, Dr Anna Cody,</i>	<i>Title: Unpacking Women Academics Workplace Bullying Experiences beyond the Negative Acts to Contextual Complexities</i> <i>Presenting Author: Ms Brightness Mangolothi</i>	<i>Title: Making the Invisible Visible: Understanding and Combating Violence and Harassment at Work in West Africa</i>	<i>Title: Workplace Bullying and Social Identification: A Quantitative Study on Employees in the Modern UAE</i> <i>Presenting Author: Dr. Alison Thirlwall</i>

	<p><i>Professor Rachel Cox, Eunice Ong</i></p>	<p><i>Title: From Duty to Deflection: Employee Assistance Programs and the Unresolved Governance of Workplace Bullying</i></p> <p><i>Presenting Author: Dr Cecilia Antony Das</i></p>	<p><i>Presenters: Dr Loïc Lerouge, Ira Postalachi, Pr Fathi Fakhfakh</i></p>	<p><i>Title: The Burden of the Chalkboard - An Investigation into Incidents of Teacher Victimization in India</i></p> <p><i>Presenting Author: Dr Shreya Sharma</i></p>
		<p><i>Title: Workers Experiences of Psychosocial Safety through a Systems Thinking and Self-Determination Theory Lens</i></p> <p><i>Presenting Author: Ms Natasha Broomhall</i></p>		<p><i>Title: How Qiling Develops: Rethinking Workplace Bullying in China</i></p> <p><i>Presenting Author: Dr Jishuo (Jimmy) Sun</i></p>
		<p><i>Title: Corruption and Erosion of Ubuntu as Enablers of Bullying of African Women in South Africa</i></p> <p><i>Presenting Author: Ms Carol Matshepo Selepe</i></p>		<p><i>Title: Impact of Hospital Safety Culture and Workplace Sexual Harassment on Turnover Intention of Nurses in Upper East Region, Ghana</i></p> <p><i>Presenting Author: Mr Charles Lwanga Moandiyem Tabase</i></p>
		<p><i>Title: Impact of a Management Training Intervention on Supervisor Workplace Incivility: A Nonrandomized Controlled Study</i></p> <p><i>Presenting Author: Professor Kanami Tsuno</i></p>		
<p>1:15-2:00</p>	<p>Lunch and Poster Viewing</p>			

2:00-3:00	<p>Plenary Session - Preventing Sexual Harassment and Sex-Based Violence in the Future of Work</p> <p>Convenor: Anuradha Mundkur - Manager, Prevention Implementation (Media & Workplace), Our Watch Panellists: Professor Michelle Tuckey - Professor of Work & Organisational Psychology, University of South Australia Professor Alastair McEwin AM - Professor of Practice in Disability, University of NSW, Dr Elise Stephenson - Deputy Director, The Global Institute for Women's Leadership, The Australian National University</p> <p><i>Introduced by Dr Sara Branch</i></p>			
3:00-3:10	Toilet break / move to concurrent sessions			
3:10-4:10 Concurrent Sessions	<p>Individual Oral Presentations <i>Barriers and Risks in Reporting Harassment and Bullying</i> <i>Chair: Dr Declan Fahie</i></p>	<p>Individual Oral Presentations <i>Understanding Risk and Prevention in Workplace Harassment</i> <i>Chair: Associate Professor Carlo Caponecchia</i></p>	<p>Individual Oral Presentations <i>Leadership and Workplace Harm: Risks, Mechanisms, and Impacts (Part 1)</i> <i>Chair: Dr Yongchul Chung</i></p>	<p>Individual Oral Presentations <i>Rethinking Workplace Violence: From Policy to Digital Futures</i> <i>Chair: Dr Achalie Kumarage</i></p>
	<p><i>Title: Challenges when Making Disclosures of Gender Based Violence and Sexual Harassment in Irish Higher Education?</i> <i>Presenting Author: Dr Declan Fahie</i></p>	<p><i>Title: Identifying the Risk Contexts for Workplace Sexual Harassment</i> <i>Presenting Author: Dr Ashlee Borgkvist</i></p>	<p><i>Title: When Ethical Leadership Becomes Vulnerability: A co-construct theory of Workplace Bullying among nurses</i> <i>Presenting Author: Professor H�el�ene Durocher</i></p>	<p><i>Title: Negotiating Labour Rights Beyond the Ratification of ILO C-190: Women Garment Workers and the Promise of a Violence and Harassment-free world of work</i> <i>Presenting Author: Dr Achalie Kumarage</i></p>
	<p><i>Title: When Speaking Up Increases Harm: Intersectional Risk, Power, and Workplace Bullying</i> <i>Presenting Author: Dr Linda Shallcross</i></p>	<p><i>Title: Applying Systems Safety Models to Understand Factors Contributing to Cases of Workplace Bullying and Harassment</i> <i>Presenting Author: Associate Professor Carlo Caponecchia</i></p>	<p><i>Title: Light in the Shadows: Exploring the Psychological and Behavioural Impacts of Dark Leadership from the Perspectives of Affected Employees and Team Observers</i></p>	<p><i>Title: Digital Incivility at Workplace: A Literature Review and Future Research Agenda</i> <i>Presenting Author: Dr Aakash Khindri</i></p>

			<i>Presenting Author: Dr. Jishuo (Jimmy) Sun</i>	
	<p><i>Title: Designing a Reporting Process for Harassment Prevention: A Case Study Approach</i></p> <p><i>Presenting Author: Mr Damien Malerba</i></p>	<p><i>Title: Beyond (Just) Policies and Training: Exploring Participation in the Prevention of Workplace Sexual Harassment</i></p> <p><i>Presenting Author: Ms Charlotte Anne Lindo</i></p>	<p><i>Title: Managers' Health Promoting Leadership Behaviours: Exploring Enablers, Barriers, and Implications for Employee Outcomes</i></p> <p><i>Presenting Author: Ms Mubshra Sattar</i></p>	<p><i>Title: A CIO's Case Study on Executive Bullying and a Journey to AI-Driven Accountability in Africa</i></p> <p><i>Presenting Author: Dr Sibongiseni Tunzelana</i></p>
4:10-4:30	Afternoon Tea Break			
4:30-5:30 Concurrent Sessions	<p>Individual Oral Presentations</p> <p><i>Workplace Harm and Its Consequences: Culture, Behaviour, and Wellbeing</i></p> <p><i>Chair: Associate Professor Nikola Djurkovic</i></p>	<p>Individual Oral Presentations</p> <p><i>Leadership and Workplace Harm: Risks, Mechanisms, and Impacts (Part 2)</i></p> <p><i>Chair: Dr Jishuo (Jimmy) Sun</i></p>	<p>Individual Oral Presentations</p> <p><i>Understanding Workplace Harassment through Culture, Identity, and Discourse</i></p> <p><i>Chair: Dr Alison Thirlwall</i></p>	<p>Individual Oral Presentations</p> <p><i>When Systems Fail: Organisational Drivers of Workplace Harm</i></p> <p><i>Chair: Associate Professor Carlo Caponecchia</i></p>
	<p><i>Title: The Relationship Between Abusive Supervision and Employee Counterproductive Work Behaviour</i></p> <p><i>Presenting Author: Associate Professor Nikola Djurkovic</i></p>	<p><i>Title: Mechanisms through which Leadership influences Workplace Bullying: A Conceptual Review</i></p> <p><i>Presenting Author: Ms Lucienne Ruddenklau</i></p>	<p><i>Title: Sexual Harassment, Intersecting Social Identities and Stubborn Socio-Cultural Dynamics: A Conundrum for Gender Transformation</i></p> <p><i>Presenting Author: Ms Yonah Rwambiwa</i></p>	<p><i>Title: Administrative Process as a Pathway to Psychosocial Harm in Public Sector Workplaces</i></p> <p><i>Presenting Author: Mr Jayden Spudvilas-Powell</i></p>
	<p><i>Title: Supporting the Recovery of Individuals Bullied Through Sport: A Preliminary Investigation</i></p>	<p><i>Title: Gendered and Racialised Microaggressions, Invisible Wounds and Diminished</i></p>	<p><i>Title: The Discursive Structure of Complainants as an Indicator of Psychological Harassment</i></p>	<p><i>Title: Groundhog Day: Reviewing the Reviews - Learning from Global Public Inquiries on Bullying and</i></p>

	<i>Presenting Author: Dr Yongchul Chung</i>	Psychosocial Safety Amongst South African Women Leaders <i>Presenting Author: Ms Phumelele Fikile Thabede</i>	<i>Presenting Author: Mr Gilles Riou</i>	Related Behaviours in Emergency Services Since 2000 <i>Presenting Authors: Associate Professor Carlo Caponecchia and Dr Allison Ballard</i>
	<i>Title: Teaching on the Edge- Understanding the Interplay of Teacher Victimization, Teacher's Self-Efficacy and Burnout</i> <i>Presenting Author: Dr Shreya Sharma</i>	<i>Title: When Leadership Becomes the Target: Evidence of Upward Bullying and Authority Erosion</i> <i>Presenting Author: Ms Maureen Kyne</i>	<i>Title: Suppressing Curiosity, Silencing Engagement: How Supervisor Bullying Knowledge Hiding Fuels Quiet Quitting Among IT Professionals</i> <i>Presenting Author: Dr Aakash Khindri</i>	<i>Title: Whatever It Takes - Protecting Organizations at the Cost of Workers</i> <i>Presenting Authors: Dr Allison Ballard and Doris Bozin</i>
5:30-6:15	Welcome Drinks			
6:15-7:15	Sexual Harassment and Workplace Bullying - A Hypothetical <i>Presenters: Ms Kate Sheridan Ms Doris Bozin, Sarah McKinnon Dr Allison Ballard</i> <i>Introduced by: Dr Allison Ballard</i>			

Thursday 4 June 2026

<i>Time</i>	<i>Events</i>		
8:30-9:00	Conference Registration		
9:00-10:00	Keynote Presentation - Tackling workplace sexual harassment: The Fair Work Ombudsman’s regulatory approach and insights for practitioners Keynote Speaker: Anna Booth, Fair Work Ombudsman <i>Introduced by Dr Allison Ballard</i>		
10:00-11:30 Concurrent Sessions	Invited Symposia Legal Regulation of Sexual Harassment – A Paradigm Shift from Prohibition to Prevention <i>Chairs: Associate Professor Belinda Smith and Professor Rachel Cox</i>	Individual Oral Presentations Employer Responsibility and Legal Frameworks in Sexual Harassment Prevention <i>Chair: Associate Professor Skye Charry</i>	Practice Insights Sessions <i>Chair: Sarah McKinnon</i>
	<i>Title: Legal Regulation of Sexual Harassment – A Paradigm Shift from Prohibition to Prevention</i> <i>Panellists: Associate Professor Belinda Smith and Professor Rachel Cox</i>	<i>Title: Walking Away: Women, Sexual Harassment and the Law</i> <i>Presenting Author: Professor Dominique Allen</i>	<i>Title: When Power Resists Change: Lessons from Australia’s Parliament House</i> <i>Presenting Author: Ms Jo Tarnawsky</i>
		<i>Title: Beyond Compliance: Embedding Positive Duty in Australian Organisational Cultures</i> <i>Presenting Authors: Associate Professor Skye Charry and Associate Professor Sarah Ailwood</i>	<i>Title: How Do We Solve a Problem Like Identity Trauma</i> <i>Presenting Author: Dr Shelley Connell</i>
		<i>Title: The role of employers in preventing gender and sexual harassment</i> <i>Presenting Author: Associate Professor Marta Giaconi</i>	<i>Title: Current Developments in Workplace Bullying: From Theory to Practice</i> <i>Presenting Authors: Alexina Baldini, Evelyn Field, Nerio Baldini, Leanne</i>

			<i>Faraday-Brash, Professor Sabine Hammond</i>
		<i>Title: Violence in the Workplace Presenting Author: Associate Professor Łucja Kobroń-Gąsiorowska</i>	
11:00-11:30	Morning Tea		
11:30-1:00 Concurrent Sessions	Invited Workshop Workplace Bullying Interventions and Implementation (Part 1) Convenor: Dr Sara Branch	Practice Insights Sessions Chair: Doris Bozin	Snapshot Sessions Chair: Dr Declan Fahie
		<i>Title: Using Systemic Legal Remedies to Prevent Workplace Sexual Harassment Presenting Author: Ms Taboka Finn</i>	<i>Title: Antecedence, Behaviour and Consequence Cycle of Workplace Bullying in Irish Further Education: An Auto-ethnography Presenting Author: Ms Sarah Levina Reeves</i>
		<i>Title: From Routine Process to Psychosocial Hazard: Governance Interpretation in Upward Bullying Presenting Author: Ms Maureen Kyne</i>	<i>Title: Gendered Fault-lines in Adopting Systemic Approaches to Combat Workplace Harassment in Sri Lanka's Legal Profession Presenting Author: Ms Shelani Nimanthika Palihawadana</i>
	<i>Title: Workplace Bullying Interventions and Implementation (Part 1) Convenor: Dr Sara Branch</i>	<i>Title: Sexual Harassment Between Men: Power, Culture, and Organisational Blind Spots Presenting Author: Dr Linda Shallcross</i>	<i>Title: The Role of Leadership in Managing Workplace Bullying Cases in Higher Education Presenting Author: Ms Nanna Peltosaari</i>
			<i>Title: Towards an Observatory of Ethical Investigations on Workplace Harassment Alerts Presenting Author: Mr Pierre-Alexandre Coquin</i>
			<i>Title: Workplace Bullying in Greece. Perceptions and Attitudes. 1st Nationwide survey on the Greek workforce Presenting Author: Mr Ioannis Marketos</i>

			<p><i>Title: HR Leadership and Responses to Workplace Bullying: Evidence from the Nigerian Manufacturing Industry</i> <i>Presenting Author: Ms Zainab Adegoke</i></p> <p><i>Title: How Do We Solve the Problem of What's Special About Psychological Injury?</i> <i>Presenting Author: Dr Shelley Connell</i></p> <p><i>Title: Leadership Style and Employee Withdrawal: Examining Abusive Supervision, Resilience and Well-Being as Predictors of Quiet Quitting</i> <i>Presenting Author: Mr Anil Jose Thomas</i></p> <p><i>Title: Sexual Harassment in Military Institutions Against Black Female Military Personnel</i> <i>Presenting Author: Ms Mariana Queiroz Aquino</i></p> <p><i>Title: How Do We Solve the Problem of Linking Research to Practice?</i> <i>Presenting Author: Ms Alexina Baldini</i></p> <p><i>Title: Investigating Migrant Workers and Their Bystanders' Responses to Workplace Bullying</i> <i>Presenting Author: Mx Amara Elendu</i></p>
1:00-1:45	Lunch and Poster Viewing		
1:45-3:15 Concurrent Sessions	<p>Invited Workshop <i>Workplace Bullying Interventions and Implementation (Part 2)</i> <i>Convenor: Dr Sara Branch</i></p>	<p>Symposia <i>Fighting the Fires of Workplace Bullying and Sexual Harassment</i> <i>Chair: Dr Allison Ballard</i></p>	<p>Individual Oral Presentations <i>Legal Frameworks and Post-Investigation Responses to Workplace Harm</i> <i>Chair: Dr Loïc Lerouge</i></p>
	<p><i>Title: Workplace Bullying Interventions and Implementation (Part 2)</i></p>	<p><i>Title: Fighting the Fires of Workplace Bullying and Sexual Harassment</i> <i>Panellists: Dr Allison Ballard,</i></p>	<p><i>Title: Restorative Justice in the Workplace Through Post-Investigation Rehabilitation: Exploration of a Specific Case</i></p>

	<i>Convenor: Dr Sara Branch</i>	<i>Megan Davis, Shane Fitzsimmons AO, Wayne Phillips</i>	<i>Presenting Author: Ms Elise Chaumon</i> <i>Title: On the Advisability of Strengthening the Legal Framework for Health and Safety at Work in the French Sports Sector</i> <i>Presenting Author: Mr Laszlo Hamoniaux</i> <i>Title: How Do We Solve a Problem Like Balancing Confidentiality with Duty of Care?</i> <i>Presenting Author: Ms Alexina Baldini</i> <i>Title: Workplace Bullying Bystander Behaviour: A Sensemaking Model</i> <i>Presenting Author: Dr Azadeh Shafaei</i>
3:15-3:30	Afternoon Tea Break		
3:30-4:30	Fireside Chat Fireside Chat: ABC Journalist Ross Solly in conversation with Fair Work Commissioner Sarah McKinnon <i>Introduced by Doris Bozin</i>		
4:30-5:45	IAWBH General Assembly		
5:45-6:45	Break		
6:45-10:00	Conference Dinner		

Friday 5 June 2026

Time	Events		
9:30-10:00	Conference Registration		
10:00-11:00	Keynote Presentation - Apology, Forgiveness, And the Tumultuous Road to Reconciliation Keynote Speaker: Professor Tyler Okimoto <i>Introduced by Associate Professor Carlo Caponecchia</i>		
11:00-11:30	Morning Tea		
11:30-1:00 Concurrent Sessions	Workshop <i>Convenor: Dr Frances-Louise McGregor</i>	Individual Oral Presentations From Measurement to Meaning: Rethinking Workplace Bullying and Harassment <i>Chair: Dr Achalie Kumarage</i>	Invited Symposia <i>Chair: Dr Małgorzata Gamian-Wilk</i>
	Title: Conversation, Coffee and Corporate Contentment? <i>Presenters: Dr Frances-Louise McGregor</i>	Title: Measuring Workplace Bullying: A Systematic Review of Psychometric Tools <i>Presenting Author: Ms Lucie Gabet</i>	Title: Ways of Coping with Workplace Bullying <i>Presenters: Malgorzata Gamian-Wilk, Magdalena Warszewska-Makuch, Declan Fahie, Loïc Lerouge</i>
		Title: A Psychological-Impact-Based Classification of Workplace Harassment <i>Presenting Author: Mr Alexadru Andrei Teodorescu</i>	
		Title: Paying the Silence Tax: Intersectional Psychosocial Risk, Bullying and Sexual Harassment in the workplace <i>Presenting Author: Ms Michelle Boyle</i>	
		Title: From Early Signals to Toxic Systems: Visualising the Escalation of Upward Bullying	

		<i>Presenting Author: Ms Maureen Kyne</i>	
1:00-1:45	Conference Close <i>MC: Dr Alison Thirlwall</i>		

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