

# Tenth International Course on Bullying and Harassment at Work

4th – 6th of November 2025  
[Quality Hotel View](#), Malmö, Sweden

## Tuesday, 4.11.2025

9.00 – 9.30	Course registration	
9.30 – 9.45	NIVA welcome and general information	Nathalie Räihä, NIVA
9.45-10.30	Introductions Scope and purpose of the course Learning objectives	Eva Gemzøe Mikkelsen (DK)
10.30-10.45	<i>Short break</i>	
10.45-11.25	<b>Lecture:</b> Bullying at work - what is it?	Pernilla D'Cruz (India) (via Zoom)
11.25-11.30	<i>Short break</i>	
11.30-12.15	<b>Lecture:</b> Bullying at work - risk factors and health effects	Malgorzata Gamian-Wilk (PL)
12.15-13.15	<i>Lunch</i>	
13.15-14.00	<b>Lecture:</b> Bullying at work - the role of bystanders	Eva Gemzøe Mikkelsen (DK)
14.00-15.00	<b>Workshop:</b> Prevention of bullying by activating bystanders	Eva Gemzøe Mikkelsen (DK)
15.00-15.30	<i>Coffee break</i>	
15.30-17.00	<b>Workshop:</b> Prevention of bullying at work: Lecture, group and plenary discussion	TBC
19.00 –	<i>Dinner at the hotel</i>	

## Wednesday 5.11.2025

9.00 – 9.45	<b>Lecture:</b> Prevention of incivility: Lessons learned	Kristoffer Holm (SE)
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9.45 – 9.50 *Short break*

9.50 – 10.30	<b>Lecture:</b> Assessing or investigating cases of workplace bullying and harassment - an introduction to different methodologies	<b>Eva Gemzøe Mikkelsen (DK)</b>
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 10.30–10.50 *Coffee break*

10.50–12.00	<b>Lecture:</b> Managing bullying at work – a case study illustrating the implementation of complex interventions at multiple organizational levels	<b>Eva Gemzøe Mikkelsen (DK)</b>
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 12.00–13.00 *Lunch*

13.00–13.45	<b>Lecture: Focus on sexual harassment (definition, forms, prevention)</b>	<b>TBC</b>
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 13.45–13.50 *Short break*

13.50–14.35	<b>Lecture: Interventions targeting sexual harassment at work</b>	<b>Maj Britt Nielsen (DK)</b>
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 14.35–15.00 *Coffee break*

15.00–16.00	<b>Workshop:</b> Let's talk about sexual harassment and diversity - an introduction to preventative tools	<b>Lise Keller (DK)</b>
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 17.00– *Social program and dinner*

### Thursday 6.11.2025

9.00–10.00	<b>Lecture</b>	<b>Rebecka Cowen Forsell (SE)</b>
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 10.00–10.15 *Coffee break*

10.15–12.15	<b>Workshops:</b> Researcher / Ph.D. workshop Possibility for presenting your own project and receiving feedback Practitioner workshop Possibility for presenting a case and receiving feedback	<b>Malgorzata Gamian-Wilk (PL) Eva Gemzøe Mikkelsen (DK)</b>
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12.15–13.15 *Lunch*

13.15–14.15 **Group and plenary discussions:** Sharing thoughts and impressions from the course

**Eva Gemzøe Mikkelsen**  
(DK)

14.15–14.45 Closing of the course

14.45–15.00 *Coffee and farewell*