

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	Lecture: Bullying at work - what is it?	Premilla D'Cruz (India) (via Zoom)
11.25-11.30	<i>Short break</i>	
11.30-12.15	Lecture: Bullying at work - risk factors and health effects	Malgorzata Gamian-Wilk (PL)
12.15-13.15	<i>Lunch</i>	
13.15-14.00	Lecture: Bullying at work - the role of bystanders	Eva Gemzøe Mikkelsen (DK)
14.00-15.00	Workshop: Prevention of bullying by activating bystanders	Eva Gemzøe Mikkelsen (DK)
15.00-15.30	<i>Coffee break</i>	
15.30-17.00	Workshop: 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	Lecture: Prevention of incivility: Lessons learned	Kristoffer Holm (SE)
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9.45 – 9.50 *Short break*

9.50 – 10.30 **Lecture:** Assessing or investigating cases of workplace bullying and harassment - an introduction to different methodologies **Eva Gemzøe Mikkelsen (DK)**

10.30–10.50 *Coffee break*

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

12.00–13.00 *Lunch*

13.00–13.45 **Lecture: Focus on sexual harassment (definition, forms, prevention)** **TBC**

13.45–13.50 *Short break*

13.50–14.35 **Lecture: Interventions targeting sexual harassment at work** **Maj Britt Nielsen (DK)**

14.35–15.00 *Coffee break*

15.00–16.00 **Workshop:** Let's talk about sexual harassment and diversity - an introduction to preventative tools **Lise Keller (DK)**

17.00– *Social program and dinner*

Thursday 6.11.2025

9.00–10.00 **Lecture** **TBC**

10.00–10.15 *Coffee break*

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

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*