

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	Bullying at work - what is it?	Premilla D'Cruz (India) (via Zoom)
11.25-11.30	<i>Short break</i>	
11.30-12.15	Bullying at work - risk factors and health effects	Malgorzata Gamian-Wilk (PL)
12.15-13.15	<i>Lunch</i>	
13.15-14.00	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
18.00 –	<i>Dinner at the hotel</i>	

Wednesday 5.11.2025

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

9.50 – 10.30	Assessing or investigating cases of workplace bullying and harassment - an introduction to different methodologies	Eva Gemzøe Mikkelsen (DK)
10.30–10.50	<i>Coffee break</i>	
10.50–12.00	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	<i>Lunch</i>	
13.00–13.45	Focus on sexual harassment (definition, forms, prevention)	TBC
13.45–13.50	<i>Short break</i>	
13.50–14.35	Interventions targeting sexual harassment at work	Maj Britt Nielsen (DK)
14.35–15.00	<i>Coffee break</i>	
15.00–16.00	Workshop: Let's talk about sexual harassment and diversity - an introduction to preventative tools	Lise Keller (DK)
16.30–	Social programme and dinner: A visit to the Disgusting Food Museum , followed by a three-course dinner at Restaurant Atmosfär .	

Thursday 6.11.2025

9.00–10.00	Understanding and addressing digital aggression from external actors	Rebecka Cowen Forsell (SE)
10.00–10.15	<i>Coffee break</i>	
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*