

**Title: Mapping Policy Gaps in Workplace Aggression: Findings and Implications for Prevention**

**Speaker: Dr. Lowri Evans and Prof. Roberta Fida**

**Dove: Meeting Room Villino 3 PIANO (stanza 313);**

**Quando: Mercoledì 4 Dicembre 2024 -10:00-12:30**

*Workplace aggression is unfortunately widespread (ILO, 2022; CIPD, 2020) and has clear consequences for employees, organisations, and society (Hershcovis & Barling, 2010). There has been increasing academic research on its antecedents, examining the factors that can escalate (e.g., supervisor abuse) or mitigate (e.g., inclusive and transparent practices) its occurrence (Glomb, 2010; Hershcovis & Reich, 2013; Hills & Joyce, 2013). Although this body of research offers valuable insights, there remains a disconnect between academic evidence, public and statutory policy frameworks on workplace aggression prevention.*

*This seminar presents the findings from a policy mapping study on workplace aggression, conducted to assess the extent to which these findings are incorporated into existing policy frameworks. The study examined statutory and non-statutory UK policies, focusing on definitions, preventative measures, and intervention mechanisms for workplace aggression. Key results reveal significant gaps in the consistency of definitions, a limited focus on digital and remote workplace aggression, and an underutilisation of the bystander role. Additionally, while primary prevention strategies are common, the policies lack depth in secondary and tertiary interventions for perpetrators, targets, and bystanders.*

*This seminar will discuss these findings in detail, highlighting the need for a dynamic, role-based preventative framework that addresses workplace aggression as an interactive phenomenon and supports all actors involved.*

**Title: Mastering the Craft of Academic Writing for Top Journals**

**Speaker: Prof. Roberta Fida**

**Dove: Meeting Room Villino 3 PIANO (stanza 313);**

**Quando: Martedì 10 - Dicembre 2024 10:00-12:30**

Publishing academic research is a craft, and despite established conventions about what constitutes a strong or original theoretical contribution, authors often learn its nuances through experience. This workshop provides PhD students and early career researchers with strategic insights and practical techniques for developing effective arguments, leveraging academic conventions constructively, and communicating clear contributions to editors, reviewers, and readers. From crafting a compelling narrative to aligning research questions with journal expectations, this session will guide participants through each stage of the writing and submission process, with a focus on meeting the standards of high-impact journals.

**Title: Understanding Unethical Behaviour at Work from a Moral Agency Perspective:  
Organisational Moral Disengagement**

**Speaker: Prof. Roberta Fida**

**Dove: Meeting Room Villino 3 PIANO (stanza 313);**

**Quando: Mercoledì 18 Dicembre 2024 -10:30-12:30**

*Unethical behaviours in workplaces are a global concern, often deeply embedded within organisational structures and practices. In this seminar, Roberta Fida will discuss moral agency theory,*

*introducing the construct of organisational moral disengagement (OrgMD) as a framework for understanding how organisations can foster unethicity through the collective suspension of morality. This concept extends beyond individual moral disengagement, highlighting mechanisms that normalise unethical actions within an organisation, often leading to behaviours that align with organisational goals at the cost of ethical standards. Roberta will explore how organisational moral disengagement provides new perspectives on the systemic, social processes that enable and even justify wrongdoing within corporate contexts.*

**Speaker: Professor Roberta Fida**

*Roberta Fida is full Professor of Organisational Behaviour and Organisational Psychology (tenure track) at Aston Business School, Birmingham, UK. She is the Interim Head of Department and Department Research Director. She is a Chartered Occupational Psychologist of the British Psychological Society and Senior Fellow of the Higher Education Academy (HEA). Roberta is also the lead of the Threat and Security stream of the European Association of Work and Organizational Psychology's Impact Incubator (EAWOPi) and the convenor of the Work & Organization working group of the European Federation of Psychologists' Associations (EFPA).*

*Her research interests are related to work stress and unethical behaviour at work. In particular she is interested in understanding why people might behave unethically and how we can prevent this. She is known for her continuous research on the role of moral disengagement and self-efficacy. She has published more than 80 papers in scientific journals including Human Relations, Journal of Business Ethics, British Journal of Management, Work, Employment and Society, Journal of Vocational Behavior, Personality and Social Psychology Bulletin, Group & Organization Management, European Journal of Work and Organizational Psychology, Personality and Individual Differences.*

**Speaker: dr. Lowri Evans.** *Lowri Evans is a Research Associate at Aston University, working alongside Professor Roberta Fida on research that examines aggressive behaviour in the workplace. She has recently completed her PhD at the University of Birmingham which was an ESRC-funded qualitative study examining the decision-making processes of LGBTQ+ parents. Lowri has a keen interest in policy and has worked extensively with Government, NHS and Higher Education organisations to examine and improve organisational policy and practices.*