

2026 Niagara Conference on Workplace Mobbing (In Person & Zoom)

Theme: From Awareness to Action: Building Healthy and Respectful Workplaces
July 20-22, 2026, Niagara University, NY USA

Day 1 Monday, July 20, 2026	
All daytime sessions in Leary Theatre, Niagara University, NY Complimentary parking on campus	
8:00am-8:30am	Complimentary transportation to Niagara University from DoubleTree Hotel (401 Buffalo Ave, Niagara Falls, New York)
8:30am - 9:00am	Check in at registration desk in Leary Theatre, Niagara University, NY
9:00am - 10:15am	<p>Opening session</p> <p>Chair: Qingli Meng, Niagara University, USA (In Person)</p> <ul style="list-style-type: none"> ● Opening remarks from Kenneth Westhues, University of Waterloo, Canada (In Person) ● Welcome from Father Rev. Dr. James J. Maher, the President of Niagara University USA (Virtual) ● Greeting from Nigel Biggar, Member of the House of Lords of the United Kingdom (Virtual) ● Greeting from Constanza Ceruti, University of Salta, Argentina (Virtual) ● Greeting from John Mueller, University of Calgary, Canada (Virtual) ● Award from the World Association for Research on Workplace Mobbing (In Person)
10:15am - 10:40am	<p>In-person attendees group photos</p> <p>Virtual attendees group photos</p> <p>Short break, complimentary coffee, snacks, and juice</p>
10:40am - 12:00pm	<p>Session 1: Institutional Dynamics and Organizational Responsibility</p> <p>Chair: Qingli Meng, Niagara University, USA (In Person)</p> <ul style="list-style-type: none"> ● Linda Shallcross, Workplace Mobbing Australia (Virtual) and Summer Bland, Workplace Mobbing Australia (Virtual) “When Organisations Perpetuate Workplace Mobbing: Race, gender, and institutional responsibility” ● Linda Shallcross, Workplace Mobbing Australia (Virtual) and Summer Bland, Workplace Mobbing Australia (Virtual)

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	<p>“Workplace mobbing and organizational response: Why escalation persists”</p> <ul style="list-style-type: none"> • Qingli Meng, Niagara University, USA (In Person) “Institutionalized Mobbing and the Mobility of Power: Leadership networks, culture transfer, and accountability in higher education”
12:00pm - 1:00pm	Complimentary lunch
1:00pm - 2:20pm	<p>Session 2: Psychological Injury, Moral Harm, and the Lived Experience of Workplace Mobbing</p> <p>Chair: AnnMarie Flynn, Independent Scholar, USA (In Person)</p> <ul style="list-style-type: none"> • Lindsey Brown, Rochester City School District, USA (In Person) “Open Secrets: Inaccessible texts as roadmaps to mobbing” • Catherine Koverola, Licensed Psychologist, USA (In Person) “When Workplace Mobbing and Moral Injury Co-occur: A path forward” • AnnMarie Flynn, Independent, USA (In Person) “Academic Mobbing as It Unfolds for Targets: An inflection-point model of psychological injury”
2:20pm - 3:40pm	<p>Session 3: Gender, Identity, and Vulnerable Populations</p> <p>Chair: Jocelyne Scutt, UNSW Sydney, Australia (In Person)</p> <ul style="list-style-type: none"> • Tamara Thermitus, McGill, Diversity Institute Toronto Metropolitan University, Canada (In Person) “When Silence Becomes Violence: Institutional silencing of black women in leadership” • Heliana Ramirez, Workplace Trauma Recovery, LLC, USA (Virtual) “M.O.M. (Mobbing on Maternity) Leave: Impacts of mobbing on pregnant workers and their babies” • Jocelyne Scutt UNSW Sydney, Australia (In Person) “Mobbing 'the Mob' – When workplace dynamics promote mobbing power”
3:40pm - 3:55pm	Short break, complimentary coffee, snacks, and juice
3:55pm -	Session 4: Prevention, Accountability, and Organizational Intervention

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5:40pm	<p>Chair: Linda Crockett, Canadian Institute of Workplace Bullying Resources (CIWBR), Canada (In Person)</p> <ul style="list-style-type: none">• Roselle Aranha, Niagara University, USA (Virtual) “Ethical Leadership and Systems Thinking as Safeguards Against Workplace Mobbing in Higher Education: Lessons from faculty development and appointment processes”• Deitra Payne, Fabulous Coaching, Training, and Productions, LLC, USA (Virtual) “From Silence to Safety: Human resource strategies for preventing and addressing workplace mobbing”• Cevat Celep, Girne American University, Cyprus (Virtual) “Mobbing Directed at Teachers in Türkiye”• Linda Crockett, Canadian Institute of Workplace Bullying Resources (CIWBR), Canada (In Person) “Working with All Parties Without Excusing Harm: A trauma-informed accountability pathway for mobbing”
5:40pm - 6:10pm	Complimentary transportation to DoubleTree Hotel

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Day 2 Tuesday, July 21, 2026	
<p>All daytime sessions in Leary Theatre, Niagara University, NY Complimentary parking on campus Complimentary Dinner</p>	
8:00am - 8:30am	Complimentary transportation to Niagara University from DoubleTree Hotel (401 Buffalo Ave, Niagara Falls, New York)
8:30am - 9:00am	Short break, complimentary coffee, snacks, and juice
9:00am - 10:20am	<p>Session 5: Personal Narratives, whistleblowing, and Recovery</p> <p>Chair: Gisèle Yasmeen, McGill University, Canada (In Person)</p> <ul style="list-style-type: none"> • Steve Fellner, SUNY Brockport, USA (Virtual) “Academic Mobbing and the Fragmented Memoir” • Mariya E. Ivanova, Trakia University, Bulgaria (Virtual) “From Experience to Analysis: Workplace mobbing as a systemic phenomenon – structural amplification, triggers, and recovery” • Gisèle Yasmeen McGill University, Canada (In Person) “Let No Good Deed Go Unpunished: Whistleblowing and workplace mobbing in publicly funded and regulated institutions”
10:20am - 10:40am	Short break, complimentary coffee, snacks, and juice
10:40am - 12:00pm	<p>Session 6: Legal and Policy Perspectives</p> <p>Chair: Paul Siskind, New York Healthy Workplace Advocates USA (In Person)</p> <ul style="list-style-type: none"> • Maritza Reyes, Attorney, USA (Virtual) “Qualifying Workplace Mobbing for Expert Testimony in U.S. Federal Courts” • Sandra Kouritzin, University of Manitoba, Canada (Virtual) “Civility as Governance: Linguistic regimes of credibility and exclusion in higher education”

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	<ul style="list-style-type: none"> Paul Siskind, New York Healthy Workplace Advocates USA (In Person) “Workplace Bullying and Mobbing: Legal Basics and Legislative Challenges”
12:00pm - 1:00pm	Complimentary lunch
1:00pm - 2:20pm	<p>Session 7: Organizational Capture, Union Dynamics, and Workplace Mobbing</p> <p>Chair: Peter Wylie, University of British Columbia, Okanagan, Canada (retired) (Virtual)</p> <ul style="list-style-type: none"> Peter Coughlin, EconPolicy Research Group, Maputo, Mozambique (In person) “Canadian Credit Unions’ Vulnerability to Capture by Administrators and Directors: Remedies for mobbing and other takeover tactics” Martin Sawma, Edwin Mellen University, USA (In person) “Extending Conceptual Analysis of Reflective Motives to Causal Motivations” Peter Wylie, University of British Columbia, Okanagan, Canada (Virtual) “Workplace mobbing victims beware: Why your union will side with the mobbers and not you”
2:20pm - 3:40pm	<p>Session 8: Addressing Workplace Bullying and Mobbing through Legislation</p> <p>Roundtable Discussion: “Addressing Workplace Bullying and Mobbing through Legislation”</p> <p>Chair: Paul Siskind, New York Healthy Workplace Advocates, USA (In person)</p> <ul style="list-style-type: none"> Paul Siskind, New York Healthy Workplace Advocates, USA (In person) Mike Schlicht, New York Healthy Workplace Advocates, USA (In person) Qingli Meng, Niagara University, USA (In person) Kenneth Westhues, University of Waterloo (In person)
3:40pm -	Short break, complimentary coffee, snacks, and juice

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4:00pm	
4:00pm - 4:45pm	<p>Session 9: From Organizational Mobbing to Public Exile: The Media’s Role in Transforming Workplace Disputes into Cancellation</p> <p>Panel Discussion: “Media Coverage Transforms Workplace Mobbing into Full-blown Cancellations”</p> <p>Chair: George Perry, Coach & Independent Writer, USA (In Person)</p> <ul style="list-style-type: none"> • George Perry, Independent Writer, USA (In Person) • Dave Scott-Thomas, Coach / Independent writer, USA (In Person) • Jonah Arnold, Health Law Firm, (Virtual) • Christine Marie, Independent Writer, USA (In Person) • Michael Capiraso, Independent Writer, USA (In Person)
4:45pm - 5:30pm	<p>Session 10: From Isolation to Infrastructure: A Roundtable on Building a National Support Network for Workplace Mobbing Survivors</p> <p>Roundtable Discussion: “From Crisis to Coordination: Toward a national network for workplace mobbing target survivors”</p> <p>Chair: Janet Glover-Kerkvliet, Kerkvliet Counseling Associates LLC, USA (Virtual)</p> <ul style="list-style-type: none"> • Janet Glover-Kerkvliet, Kerkvliet Counseling Associates LLC, USA (Virtual) • Sonja Pitts, Reign Consulting Group LLC, USA (Virtual)
5:30pm - 6:00pm	<p>Closing Session: Building the Future</p> <p>“Closing Reflections and Next Steps”</p>
6:00pm - 6:30pm	Complimentary Reception
6:30pm - 8:00pm	Complimentary Dinner
8:00pm -	Complimentary transportation to DoubleTree Hotel

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8:30pm	
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Day 3 Wednesday, July 22, 2026	
8:00am	Pick up at DoubleTree Hotel for complimentary tour of Niagara Falls.
8:00am - 12:00pm	Itinerary of the tour includes a cruise (raincoats provided) on the world-famous Maid of the Mist, which has been carrying visitors to the base of the falls since 1846.