



Promoting Healthy, Productive, and Socially Responsible Workplaces

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WELCOME TO THE NEW WORKPLACE INSTITUTE

The New Workplace Institute is a new, multidisciplinary, non-profit, research and education center promoting healthy, productive, and socially responsible workplaces. The Institute has been founded upon the conviction that employee dignity and responsiveness to the community should be among the core values of any workplace, whether it be in the private, public, or non-profit sector.

FOCUS AREAS

Our initial focus areas reflect our mission:

- **Healthy Workplace Initiative** – A healthy workplace is productive, just, and responsive to the community. It values employee dignity and well-being. Workers, employers, families, taxpayers, and investors all benefit from healthy workplaces. This will be an ongoing project to research and identify best practices for creating healthy workplaces. It also will examine the role of legal and regulatory systems in promoting healthy workplaces.
- **Workplace Bullying Project** – Workplace bullying inflicts severe harm on employees and employers alike, and there exists a great need to understand and develop effective responses to this destructive behavior. This project will emphasize research on workplace bullying and the role of public education and public and private policies in preventing and responding to workplace bullying.
- **Safety Net Project** – Severe stress and bullying at work can cause or exacerbate serious psychiatric illnesses. Unfortunately, workers who have been targeted in this way must navigate a bewildering array of benefit programs, including workers' compensation, health insurance, unemployment insurance, and disability benefits. The Safety Net Project will develop materials to assist people who are navigating these options and research potential legal and policy reforms.

BROAD AND INCLUSIVE OUTREACH

The Institute will welcome the contributions of individuals from a wide variety of academic disciplines and professional and vocational backgrounds. Both the library and the company floor are relevant to our understanding of the workplace, and our outreach will reflect that reality. We will benefit from perspectives from fields such as law, labor studies, organizational behavior, business management, communications, occupational health, history, literature, psychology, sociology, economics, and adult and community education. Accordingly, the Institute will have a multifaceted audience, including:

- Academics, students, and researchers in all fields whose work involves workplace topics.
- Practitioners in fields related to employment and labor subjects.
- Workers and employers in all vocations and professions.
- Specialized audiences as defined by projects initiated by the Institute and its affiliated scholars and practitioners.

The Institute will sponsor roundtables, lunch discussions, presentations, and other events that enable genuine exchanges between participants. Although we are considering the possibility of hosting a large conference, we believe that smaller gatherings designed to foster interactive discussions serve an important role in promoting knowledge and understanding. The Institute's initial events and public education efforts will be concentrated in the Greater Boston area.

In addition, we are developing a website that will serve as the Institute's virtual home, and it will contain a variety of articles, papers, bibliographies, and links related to workplace issues. The Institute will publish electronically opinion columns, research papers and monographs, newsletters, and informational papers.

OUR LEADERSHIP (*affiliations listed for identification purposes only*)

David Yamada, Founder and President – David is a nationally recognized authority on workplace bullying and abusive work environments and a tenured law professor and noted employment law scholar at Suffolk University Law School in Boston.

Denise Doherty, Vice President – Denise is a veteran of the aviation industry, having worked for over 20 years in a wide variety of management and line positions for a major airline.

Evelyn Haralampu, Treasurer – Evelyn is a partner and director of the employee benefits practice at the Boston law firm of Burns & Levinson.

Gisele Michel – Gisele is principal of a new start-up consulting service, I-Catalyst, which coaches individuals and organizations towards positive change.

Jeffrey Rosin – Jeff is a partner in the Boston office of Foley & Lardner, a national law firm, specializing in employment law.

Ann Rudy – Ann is a recent graduate of Suffolk University Law School with significant experience in the non-profit sector.

James Whitters III – Jim is a long-time Boston attorney, having earned partnership status with major Boston law firms.

ADVISORY COMMITTEE (in formation)

The Institute also is assembling an Advisory Committee of scholars and practitioners with expertise in non-profit and business management, employment relations, and civic activism. This distinguished group includes: (*affiliations listed for identification purposes only*)

Brandie Conforti (WorldBoston), Russ Davis (Jobs with Justice), James Green (University of Massachusetts, Boston), Ronald Gross (Columbia University Seminars), Susan Harthill (Florida Coastal School of Law), Loreleigh Keashly (Wayne State University), Georgia Katsoulomitis (Boston Bar Foundation), Dan King (Career Planning & Management, Inc.), Gary Namie (Workplace Bullying Institute), Ruth Namie (Workplace Bullying Institute), Joel Neuman (SUNY-New Paltz), Jorge Srabstein (George Washington University School of Medicine), Lamont Stallworth (Loyola University Chicago), Melissa Walsh (Partners Health Care), Kenneth Westhues (University of Waterloo).

LAUNCHING THE NEW WORKPLACE INSTITUTE

Our goals for 2007 include:

- Starting the New Workplace Forum – The New Workplace Forum is a series of presentations, panel discussions, and roundtable events on topics relevant to the challenge of creating healthier workplaces.
- Launching Our Website – Our website will include information about Institute activities and a growing supply of downloadable materials.
- Building Our Focus Areas – We will grow our Healthy Workplace Initiative, Workplace Bullying Project, and Safety Net Project.
- Obtaining Tax-Exempt Status – Obtaining tax-exempt status will open opportunities for filing grant applications and engaging in other fundraising initiatives.
- Starting a Fundraising Program – The Institute is launching on a modest budget. However, fundraising efforts will begin promptly.

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