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12<sup>th</sup> October 2020

**REC Reference: DCUREC/2020/193**

**Proposal Title: The Development of a Scale to Assess the Ability to Identify Workplace Bullying: A scenario-based Study**

**Applicant(s): Dr. Angela Mazzone, Mr. Conor Scully, Prof. Michael O'Leary, Dr. Zita Lysaght, Ms. Vasiliki Pitsia, Ms. Paula Lehane, Dr. Darina Scully, Dr. Anastasios Karakolidis**

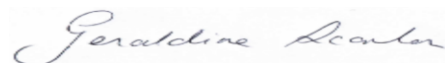
Dear Colleagues,

Further to expedited review, the DCU Research Ethics Committee approves this research proposal.

Materials used to recruit participants should note that ethical approval for this project has been obtained from the Dublin City University Research Ethics Committee.

Should substantial modifications to the research protocol be required at a later stage, a further amendment submission should be made to the REC.

Yours sincerely,

A handwritten signature in cursive script that reads 'Geraldine Scanlon'.

**Dr Geraldine Scanlon**  
Chairperson  
DCU Research Ethics Committee



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