



INTERNATIONAL
TRAUMA STUDIES
PROGRAM

1st International Congress on Trauma Prevention Studies

“From Darkness to Hope: Healing from Trauma in a World Facing Violence and Poverty”

January 9–11, 2026
Istanbul, Turkey



Conference / Panel

Speaker: Prof. Dr. İdil Işık

Presentation Title: Work and Organizational Conditions That May Cause Trauma: The Proactive Roles of Occupational/Organizational Psychologists

Brief Information About the Civil Society Organization You Represent

*(NGO name, purpose,
mission, and contact
information)*

The Association of Work, Organizational, Industrial, and Occupational Psychologists (IOCP) was established to implement models that enhance the quality of working life through an interdisciplinary approach and innovative solutions, while also strengthening the professional identity of work/organizational/industrial/occupational psychologists. It aims to improve employees' rights in the workplace, ensure that the science of psychology benefits workers from all segments of society, and produce appropriate solutions that enable individuals to participate functionally in working and daily life with all their diversity-related characteristics.

IOCP seeks to ensure that working conditions do not harm people's physical or psychological health or their safety and that employees are healthy, happy, willing to participate, and productive in the workplace. It promotes the active involvement of psychologists and professionals

	<p>with postgraduate education in psychology in creating humane work conditions.</p> <p>In addition to achieving these goals in the normal course of life, IOCP develops solutions that prepare society for all types of crises, disasters, and accidents and strengthen social, cultural, and psychological resilience. To prevent losses and damages, it carries out projects that encourage stakeholders across different sectors, businesses of all sizes, and employees at all levels and professions to take an active role in building a proactive culture of safety within the social structure.</p> <p>https://www.iocp.org.tr/</p> <p>E-mail: iocp@iocp.org.tr</p> <p>enthalp@iocp.org.tr</p>
<p>Brief Biography of the Speaker</p> <p><i>(Academic/professional background and relevant experience)</i></p>	<p>Prof. Dr. İdil IŞIK specializes in analyzing natural, technical, or psychosocial risks that can affect workflow in organizational processes and leave traces at the individual, group, or organizational level—in other words, she focuses on solutions from the field of psychology for “employee health, safety, and well-being.” She earned her undergraduate degree in Psychology from Boğaziçi University in 1990, her Associate Professorship in Social Psychology in 2017, and her Professorship in 2023. She currently serves as a faculty member in the Department of Psychology at Bahçeşehir University.</p> <p>She founded the Association of Work, Organizational, Industrial, and Occupational Psychologists (IOCP) on October 27, 2023, and began serving as its founding president. As of April 1, 2025, she is leading the 12-month International Labour Organization (ILO)-supported project titled “Strengthening Employee Health, Safety, and Well-Being: Integrating Psychologists into Workplaces in Turkey.”</p> <p>Since 2017, Prof. Dr. Işık has conducted research to understand the concept of organizational trauma, developing it both theoretically and practically. Internationally, she has authored two chapters in <i>Impact of</i></p>

Organizational Trauma on Workplace Behavior and Performance (IGI Global, 2017):

- Organizations and Exposure to Trauma at a Collective Level: The Taxonomy of Potentially Traumatic Events
- Sexual Identities in the Workplace: Avoiding Organizational Trauma When Disclosure Occurs

Additionally, she co-authored a chapter in the book *COVID-19: Pandemic Psychology*, published during the COVID-19 period, focusing on organizational trauma and employee well-being. Her article in the *Cyprus Turkish Journal of Psychiatry and Psychology* examined the relationship between organizational trauma risk and resilience. Her work includes classifications of collective trauma in organizations, models of organizational resilience, and trauma prevention strategies.



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