

industry, including toxic masculinity largely due to being

2.1. Participants

A total of 145 participants remained after data cleaning and screening procedure. Participants were aged between 18 and 49 (median = 25), with a total of 46.9% women (cis and trans; see [Table 1](#)). A total 14 countries participated with most participants from Australia (44.8%), the United States (20%), and

depression, and emotional control [24]. Participants answer the questions on a 6-point frequency scale, ranging from *Never* (1), to *Always* (6) [16]. Scores range from 0 to 100, where lower scores represent poor mental health and higher scores represent optimal mental health [25]. An example question follows: “How much of the time, during the last month, have you been a very nervous person?” [24].

2.3.3. *Level of professional gaming*

completing the survey, participants were taken to a debriefing page, including a crisis support hotline respective to their location of residency (answered in demographics section).

Data were imported into SPSS Statistics 28. Variables were relabelled, and responses were coded to their respective scales (cyberbullying experiences scale; MHI-5; level of professional

not cyberbullying (*n.s.*; H2a); therefore, H2 was partially supported. Similar to gaming professionalism, being a woman in gaming was not a significant direct predictor of mental health outcomes, suggesting that sexual harassment plays a full mediation role between the two. Last, both cyberbullying ($p < .001$; H3a) and sexual harassment ($p < .05$; H3b) were significant (strong and moderate effects, respectively) negative predictors of mental health outcomes; H3 was supported. Proportion of variance explained (R^2) by cyberbullying was small, sexual harassment was small-to-moderate, and mental health outcomes were large [28]. See Fig. 2 for standardised and unstandardised values, significant regression pathways, and proportion of variance explained by each construct.

Model fit indices are displayed in Table 5, and across a variety of metrics our proposed model (M1) displays excellent fit, with GFI > 0.95 [29], NFI > 0.90 [30] and CFI > 0.95 [31], but does not reach acceptable fit on RMSEA (a score of $< .08$ required) [32]. Regardless, the proposed model does display a significant improvement in model fit over M0 (the null/independence model), $\chi^2(9) = 314.49^{***}$, and all of the model-fit indices score better than if there were no relationships between variables.

is not the only avenue for professional gaming, but is simply one of a few; the alternatives being live streamers or YouTubers in video gaming. The concern for the wellbeing and prevention of cyberbullying in the workplace for this line of work is a reflection of the current job design; one that lacks organisation and standard practice. If a majority of professional players are independent workers whom are independent from an organisation or company, and therefore, do not have safety officers or human resources, rendering a majority of current organisational interventions impractical and likely ineffective. This is both a limitation and criticism of the current workplace cyberbullying literature, which explores only the 'conventional' workplace.

Whilst trending studies that develop our understanding of workplace cyberbullying continue to emerge, practical interventions themselves have not been thoroughly explored or implemented. Even outside of professional gaming this gap needs to be addressed. Since the COVID pandemic, remote working and working online has become commonplace, with the Australian Bureau of Statistics chief, Dr. David Gruen, stating that remote working will persist after the pandemic [38]. An increase of online work creates more opportunities for workplace cyberbullying to arise, suggesting a need for prevention and intervention. It is therefore recommended that organisational psychologists and researchers explore and perhaps reconceptualise "workplace cyberbullying" as a phenomenon that is evolving outside of conventional jobs as demonstrated by this study; for example, cyberbullying from colleagues may venture past work hours and work systems, rather extending into personal life through social media use. Perhaps "workplace cyberbullying" should evolve to focus on the workers involved as opposed to just the environment

what strategies can be developed for professional players to create a safer online work environment. This may include the adaptation of training modules from organisational online cyberbullying to be used with professional players to enhance their ability to recognise cyberbullying and how to address it. Alternatively, research could focus on software that protects professional players from being exposed to types of cyberbullying (e.g., directed harassment via emails or private messages).

Professional videogaming is a growing sector, and just like any other occupation, workers and employees have a right to feel safe in the workplace. However, this is not the case for professional players, and much less so for women. Perhaps it is because there is no governing body to enforce policy and protection, or perhaps the job inherently has health and safety risks that leave a worker exposed to victimisation. Regardless, new avenues must be explored to better

