

Gary Namie, PhD and Ruth Namie, PhD

Gary is a social psychologist (University of California, Santa Barbara) and widely regarded as North America's foremost authority on Workplace Bullying.

Ruth Namie (Ph.D., Clinical Psychology) worked in a psychiatry clinic where she met her bully. That personal experience became the impetus for the U.S. workplace bullying movement. She is now the definitive expert on the devastating effects of bullying on targeted workers.

Authors & Researchers

Together, they wrote the popular books, *The Bully-Free Workplace: Stop Jerks, Weasels & Snakes from Killing Your Organization* (Wiley, 2011) and *The Bully At Work* 2nd ed. (Sourcebooks, 2009). Their articles are published in the *Journal of Consulting Psychology*, *International Journal of Communication*, *Employee Rights and Employment Policy Journal*, *Ivey Business Journal*, *Journal of Employee Assistance*; and contributing chapters in academic books *Workplace bullying: Development in theory, research and practice* (2nd edition, Taylor & Francis, 2010) and *Destructive organizational communication: Processes, consequences, and constructive ways of organizing* (Taylor & Francis, 2009).

In 2014, 2010 & 2007, Dr. Namie wrote, and John Zogby conducted, the largest-ever, scientific U.S. survey of Workplace Bullying. These studies are the most frequently cited statistics in the world on the topic.

Gary has extensive experience as an instructor and professor in college departments of management and psychology including the University of Southern California, Scripps College, and other colleges. He won national American Psychological Association and UCSB campus teaching awards. He developed and taught the first university course on bullying at work.

Gary serves as expert witness in bullying-related litigation in the U.S. and Canada, most notably in the Jonathan Martin/Miami Dolphins bullying scandal of 2013-14.

Movement Leaders

The couple's focus on Workplace Bullying began in 1997 when an abusive woman boss injured Ruth. In response, they the organization that became the Workplace Bullying Institute, the first and only U.S. organization specializing in workplace bullying eradication through help for individuals, public education, research, books, employer consulting and legislative advocacy.

The media regard them, after nearly 1,200 interviews, as the go-to experts. They have appeared numerous times on network TV -- CNBC, Today Show, Good Morning America, Early Show, Nightline, CNN -- and on local TV, in the national press *New York Times*, *Washington Post*, *Los Angeles Times*, *San Francisco Chronicle*, *Chicago Tribune*, *Wall Street Journal*, *National Post*, *Toronto Star*, *Macleans*, and radio across the U.S. and CBC-Canada.

Gary also directs a national network of volunteer Coordinators working to enact the anti-bullying Healthy Workplace Bill in states. To date, 26 states have introduced this landmark legislation.

Veteran Consultants

The Namies started the consulting firm, Work Doctor®, Inc., in 1985. Work Doctor, since 1998, focuses on employer solutions to correct and prevent Workplace Bullying. The company is recognized as the originator of workplace bullying consulting specialization.

Corporate Directors

Ruth was Training Director for Sheraton Hotels, Hawaii and brings experience in human resources.

Gary was a corporate manager for regional hospital systems in Hawaii and California as Director of Organization Development responsible for all non-clinical professional development for physicians, nurses and staff.

The Namies' professional background, consulting experience and unwavering focus on Workplace Bullying give them an unrivaled, comprehensive perspective of the phenomenon which they introduced to the U.S. 17 years ago.



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