

## WBI History

In 1995-96, Dr. Ruth experienced bullying firsthand. It was at the hands of a female tyrant backed by the institutional power of a large, HMO. The Namie's did not go looking for the phenomenon, it came uninvited.

As management professor and organizational consultants coupled with their professional psychological training and experience— they began helping others in the U.S. by starting in 1998 the Campaign Against Workplace Bullying in the San Francisco Bay Area.



In 2002, the Campaign became the Workplace Bullying Institute (WBI) to better reflect the research contribution made to the international fight against workplace bullying. WBI remains the sole North American non-profit organization dedicated to the eradication of Workplace Bullying through education and research.

Our sister organization is the Healthy Workplace Bill Legislative Campaign, to better focus on public policy solutions for workplace bullying. Since 2003, 17 states have introduced the WBI Anti-Bullying Healthy Workplace Bill.

## WBI Founders

**Gary Namie** (*Ph.D., Social Psychology*) brings to the practice experience as a university professor of psychology and management, corporate manager, researcher, author, expert witness and business consultant.

**Ruth Namie** (*Ph.D., Clinical Psychology*) worked with chemically dependent individuals and families. She also was a training director in the hospitality industry. Ruth's personal experience with bullying was the impetus for the U.S. workplace bullying movement.

The Namies regularly appear in major media



The New York Times



THE WALL STREET JOURNAL.



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## What is Workplace Bullying?

Workplace Bullying is repeated abusive mistreatment. It is not simply incivility, rudeness or misperceptions.

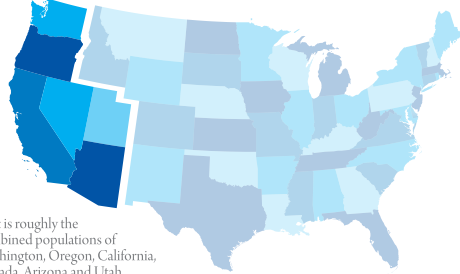
### It is either:

Verbal abuse, threats, humiliation, intimidation, work interference or sabotage. All of which prevent work from getting done and harm employee health.

## US Workplace Bullying Survey

In the fall of 2007 the Workplace Bullying Institute commissioned Zogby International to conduct the first study of adult Americans on the topic of workplace bullying, thanks to a generous grant from the Waitt Institute for Violence Prevention. The principal findings convinced doubters that bullying was a substantial problem in the United States.

37% of the U.S. workforce  
report being bullied at work.\*  
(an estimated 54 million Americans)



\* That is roughly the combined populations of Washington, Oregon, California, Nevada, Arizona and Utah.

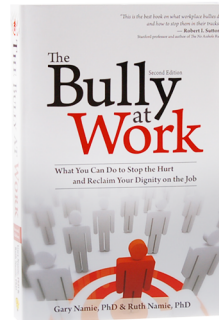
## Is it really that common?

According to the Workplace Bullying Institute's national scientific survey (WBI-Zogby), 37% of adult Americans (est. 54 million workers) report having been bullied at work; an additional 12% witness and are affected by it. It's rampant.

## Are you being bullied?

You know you've been bullied at work when....

- You feel like throwing up the night before the start of your work week.
- Days off are spent exhausted and lifeless, your desire to do anything is gone.
- All your paid time off is used for "mental health breaks" to escape from the misery.
- You are shocked when accused of incompetence, despite a history of objective excellence, typically by someone who cannot do your job.
- You are constantly humiliated at meetings in front of peers.



"This is the best book on what workplace bullies do and how to stop them in their tracks."

Robert Sutton  
author of *The No Asshole Rule*

## The Bully at Work

In the Namie's new book the authors describe exactly what the targeted (not victimized) person needs to do when attacked, without provocation or justification, by a workplace tyrant. Stopping the hurt from traumatizing injuries suffered at the hands of shameless, cruel bullies comes first. This book is full of truths about cruelty at work and what to do about it. Current internal complaint channels are inadequate. No instruction to run to HR is found here, nor are targets told to confront their assailants. Instead the reader is coached to mobilize the system for support.

## Website

In addition to the book the WBI web site is packed full of useful information for targets of bullying. There are many articles focusing on all aspects of workplace bullying. We provide articles, videos, audio podcasts, research articles and a community for targets.

Visit us at [www.workplacebullying.org](http://www.workplacebullying.org)

## Personal Coaching

At WBI we offer personal coaching sessions to targets. Coaching consists of customized strategies to reverse personal and career damage caused by being bullied at work. We have heard more than 5,000 tales from people just like you and can provide solutions to preserve your health and well-being. Solutions, that you are unable to see when buried deep in the emotional mess which is bullying. Visit our web site for more details about coaching.

## WBI University

*A creative and unique training experience for professionals seeking to become experts.*

Spend three intensive days with Dr. Gary and Dr. Ruth Namie, co-founders of the Workplace Bullying Institute (WBI.) In this personal immersion, small group, program you will receive graduate-level knowledge of the workplace bullying phenomenon.

## Healthy Workplace Bill

### Legislative Campaign

Interested in becoming part of the grassroots legislative movement to pass the Healthy Workplace Bill? This bill is the boldest change in United States employment law in forty years. We are a network of citizen activists working in many states to pass the anti-bullying Healthy Workplace Bill.

Find out more at: [www.healthyworkplacebill.org](http://www.healthyworkplacebill.org)