

January 30, 2026

Complaint #: N2026/01/0903

Registered Mail

Karen Richert
[REDACTED]

Leduc, AB [REDACTED]

Dear Karen Richert:

Re: [REDACTED] v. Karen Richert

The Alberta Human Rights Commission has received a Human Rights Complaint concerning the above named party, whom we call the Respondent. A copy of the Complaint accepted under the *Alberta Human Rights Act* (the *Act*) is enclosed. Please note that **only those parties named above on this letter are considered Respondents to the Complaint.**

This Complaint is accepted on the following Area(s) and Ground(s):

Area(s): Publications, notices, signs and statements;
Ground(s): Gender Expression; Gender Identity; Sexual orientation;

The Commission's Bylaws require that Respondents to Complaints provide us with a written Response **within 30 days of the date they receive this letter.** Please visit our website to access the response form <https://albertahumanrights.ab.ca/complaints/the-complaint-process/forms/response-form/>. We ask that the Response be limited to a **maximum of 20 pages, single-sided and unbound.** At this time, please list the documents that you can provide but **do not attach documents unless/until we request them.**

Next steps for the Complaint

The Commission will share the Response with the Complainant. We will review the Complaint and Response and do one of the following:

1. **Send the Complaint to the Director for a decision under section 21 of the *Alberta Human Rights Act* (the *Act*).** Under section 21 of the *Act*, the Director can:

- Dismiss the Complaint if they consider that it is without merit, has no reasonable prospect of success, is made in bad faith, or is more appropriately dealt with in another forum or under other legislation. The Director can also dismiss the Complaint if they are of the opinion that the Complainant has not accepted a proposed settlement that is fair and reasonable.
 - Determine that the Complaint should proceed, and refer it to the Chief of the Commission and Tribunals for resolution by a Human Rights Tribunal.
2. **Try to resolve the Complaint.** In some cases, a Human Rights Officer may contact the parties after a review of the Complaint and Response to see if an early resolution is possible. The Officer may also decide that the Complaint should await conciliation service, which means a Conciliator will help the parties resolve the Complaint. If Complaints do not resolve through early resolution or conciliation, they are forwarded to the Director for a decision under section 21.

Communication with the Commission

You are responsible for informing us in writing of any change in your contact information, including your email address. If we are not able to contact you, we may proceed with the Complaint without further information from you. We prefer to receive and send communication by email. Where possible, please communicate with us at ahrc.registrar@gov.ab.ca.

If you are the authorized representative for the Respondent, it is your responsibility to inform the Respondent of this information and of all future communication from the Commission.

Information about the Commission and our complaint process is on our website at www.albertahumanrights.ab.ca. If you have any questions not answered by the website about this letter, the process, or the Commission itself, please feel free to contact the Commission using the email address above.

Yours truly,



For: AHRC Registrar

Complaint #:

Section A

Who is making this complaint?

We call you the "complainant."

Inquiry #

First name [REDACTED] **Last name** [REDACTED]

Do you have someone representing you for this complaint?

This could be an authorized representative, lawyer, or litigation guardian. See the representation section of the guide for details.

First name of representative **Last name of representative**

Section B

Who are you making this complaint about?

We call this the "respondent." The respondent may be a person, group of people, or an organization. Their contact information is essential for the complaint process.

Use the organization's name if you are making a complaint about your employer.

Business, organization, association, or person's name Karen Richert

Street or Mailing Address [REDACTED] [REDACTED]

Town or city Leduc **Country** Canada

Province Alberta **Postal Code** [REDACTED] [REDACTED]

Telephone Number

Section C

When and where did the possible discrimination happen?

The Commission can only accept complaints that are connected to Alberta and are received within a year of the last time you believe you were discriminated against.

To confirm that the Commission can accept your complaint, please tell us the date of the most recent event of possible discrimination. Briefly describe the situation here. You can provide timelines and details in Section E.

Date of most recent event May of 2024

Briefly describe the situation

In May 2024, an LGBTQ+ event was hosted at my dance studio in support of inclusivity and community. Shortly after, Karen Richert, the owner of a Leduc coffee shop, publicly targeted the event on her social media platform "Voices of Leduc." Her posts included discriminatory and defamatory remarks, comparing members of the LGBTQ+ community to child predators and spreading harmful misinformation. These actions were not only deeply offensive and stigmatizing but also incited public backlash. Ms. Richert's public comments encouraged others in the c

City, town, or community where the discrimination happened
Leduc

Section D

Is your complaint a human rights issue under Alberta law?

The *Alberta Human Rights Act* (we call it the "Act") governs human rights law in Alberta. For the Commission to accept a complaint, it must fall within specific categories defined in the Act. If someone has treated

you negatively or unfairly **and** it is based on at least one of the following areas and at least one of the following grounds, your issue may fall under the Act.

Part 1: Protected areas

The possible discrimination must have happened in one (or more) of these areas of life or work. The Act calls these **protected areas**. See the guide for detailed descriptions of these categories. Mark the areas that apply in your complaint.

Protected Areas

- employment practices, applications, and advertisements
- equal pay based on your gender
- goods, services, accommodation, or facilities
- membership in a trade union, employers organization, or occupational association
- tenancy
- statements, publications, notices

Section D continued

Part 2: Protected grounds

Note: Not all negative treatment is discrimination under the Act. If your concern matches at least one protected area and one protected ground, the Commission will review your complaint for acceptance. You can find more information about protected areas and grounds in the guide or on our website.

Mark the grounds that apply in your complaint.

Protected Grounds

- age

- ancestry
- colour
- family status
- gender (also includes sexual harassment, pregnancy)
- gender expression
- gender identity
- marital status
- mental disability
- physical disability
- place of origin
- race
- religious beliefs
- sexual orientation
- source of income

Section E

What happened?

Use this section to explain how someone discriminated against you because of the reason you marked in Section D.

Part 1: Main points

Explain the main, high level points about your complaint here in Part 1. Describe details and a timeline in Part 2 in the next section.

- How were you treated poorly or differently than other people?
- How does this treatment relate to the protected grounds?
- Who was involved?

- What was said or done?

At the end of this form you have the opportunity to attach files if you need more space, up to the 12-page limit explained in the instructions.

Main Points

Extended Description – Human Rights Complaint Regarding Karen Richert (Voices of Leduc / Leduc Coffee Shop) In May 2024, my dance studio hosted an LGBTQ+ community event to support inclusion and celebrate Pride. The event, which included a family-friendly drag show, was clearly advertised as an all-ages performance, with content appropriate for youth and families. However, this event became the target of public discrimination and defamation by Karen Richert, owner of a local coffee shop and administrator of the “Voices of Leduc” Facebook group (posted under the name Karen Voice). Karen publicly shared the event on her page, making inflammatory and harmful comments equating drag performers—and by extension, the LGBTQ+ community—with child predators. Her posts and comments used language from hate-based organizations such as “Gays Against Groomers” and explicitly compared the drag event to adult-only spaces like strip clubs and gay bars. These defamatory comparisons were not only factually false, but dangerously stigmatizing. Her post on May 21, 2024, generated over 400 comments and incited a wave of community backlash. Individuals began threatening to protest outside my business, and many publicly stated they would no longer support my studio. Karen not only liked these comments but actively encouraged the negativity by continuing to post and engage with others who shared similarly hateful views. When I reached out directly and politely asked Karen to remove the post due to the harm it was causing, she refused and instead publicly mocked me—accusing me of being “obsessed with children and drag shows,” despite the fact that I have never even attended a drag show. Her refusal to remove the post prolonged the harassment and public embarrassment, escalating community hostility toward my business and the LGBTQ+ community at large. This harassment resulted in significant reputational and financial loss. I had clients cancel programs, community support withdrawn, and ultimately, the negative

attention contributed to the closure of my business. I have video evidence, s

Section E continued

Part 2: What happened and who was involved

List dates and details of events based on the protected grounds you checked off in Section D. List events in the order they happened. The Act specifies a one-year limit. You may list events from more than one year ago, but they may not be considered as part of the complaint.

List supporting documents (if you have any) that confirm the facts or give a record of events. These might include:

- emails or texts
- medical documents or notes
- minutes of meetings
- termination letters or a Record of Employment (ROE)
- Workers' Compensation Board (WCB) documents, with case number

Do not send the documents, just list them here. You can list up to six incidents. If needed, you will have an opportunity to provide documents later in the complaint process. At the end of this form you have the opportunity to attach files if you need more space, up to the 12-page limit explained in the instructions.

Date May 2024

What happened on that date?

May 2024

Listing supporting documents (if any)

Screen shots

Section F

How do you think the issue could be reasonably resolved?

You and the respondent will be expected to consider reasonable settlement offers.

See [the guide](#) for more information about possible remedies and resolutions.

A formal and public written apology from Karen Richert acknowledging the harm her posts, comments, and platform caused toward both myself and the LGBTQ+ community. This apology should be posted on the same public platform (Voices of Leduc) where the original harm occurred and remain posted for a minimum of 30 days. It should recognize the defamatory nature of her statements, the discrimination involved, and her role in inciting community hostility and harm. 2. A public show of support for the LGBTQ+ community—such as hosting or sponsoring an inclusivity workshop, making a financial donation to a local LGBTQ+ youth support group, or committing to inclusive practices through her business. This action would demonstrate a genuine commitment to learning and change. 3. Financial compensation for the significant personal and professional harm I experienced as a direct result of her actions. This includes: • Loss of income and clientele at my dance studio due to slander and public discrimination. • Emotional distress and public humiliation resulting from her refusal to remove defamatory content and her mocking responses to my direct outreach. • Costs associated with lost business opportunities and programs canceled due to community backlash incited by her post. I believe fair compensation should reflect the financial losses sustained from May 2024 to present, as well as the emotional toll and long-term impact on my reputation. 4. A formal acknowledgment by the Human Rights Commission that what occurred constitutes discrimination, in order to help prevent similar incidents from occurring to others in our community. It is important to send a message that public discrimination—especially by individuals in positions of local influence—has consequences. This resolution would not only help repair some of the damage I've suffered, but it would also contribute to healing the community and fostering a safer, more respectful environment for LGBTQ+ individuals and allies in Led

Section G

Have you taken other actions related to this complaint?

Have you taken any other legal or formal action about this complaint (or about basically the same issues this complaint raises)? Check each box that applies to you. Have you filed:

- a union complaint (called a grievance)**
- a legal action in court**
- a complaint to another government department**
- an internal complaint with the respondent**
- a signed release**
- any other action**

Section H

Signature and checklist

By checking this box, I confirm to the best of my knowledge, the information in this complaint form is complete and accurate.
Full name of complainant [REDACTED]

Date Submitted Jun 12, 2025 16:07 PM

Date Received Jun 12, 2025

Remember, the Commission may not accept the form if it is missing essential information.