



British Columbia
Human Rights
Tribunal



FORM 1.4 – RETALIATION COMPLAINT

Use This Form to File a Complaint About Retaliation

Case

Case Number: CS-018409

Date Received: 2026-03-20

Step 1 - Party Information

Who experienced retaliation (Complainant)?

Legal name – First name: Jessica

Legal name – Last name: Simpson

Preferred name – e.g. traditional name, nickname, alias:

Use my preferred name: When talking to me, When writing to me, In decision in addition to my legal name

Title: Ms.

Pronoun: She

Who will communicate with the Tribunal about this Complaint?

The complainant

Complainant's address for delivery

Mailing address: [REDACTED]

Phone number: [REDACTED]

Cell: N/A

Fax: N/A

Email: [REDACTED]

Respondent contact information

I want to name the organization that discriminated against me: Yes

Name of the Respondent: Culture Guard

Relationship to you (For example, your employer): No relationship

Respondent Contact Email: [REDACTED]

Mailing Address:

[REDACTED]

Phone: N/A

Cell: N/A

Fax: N/A

Step 2 - Your Role in a Complaint

What is the retaliation about: A complaint that someone filed with the BC Human Rights Tribunal

What is the complaint name and case number? CS-18396 (Simpson v. Culture Guard)

When was the complaint filed? 2026-03-20

What is your role in the complaint? I made the complaint

If you helped with the complaint, how did you help?

How did the Respondent(s) know about your role? I advised them that the complaints were filed and advised them to stop the discrimination.

Step 3 - Details of the Discrimination

Details of the Discrimination for each Respondent

Respondent Name: Culture Guard

Describe in a few words the conduct that you say is retaliation:

The Respondent publicly retaliated against me by posting defamatory, degrading, and discriminatory content—including a “Rainbow Agenda” graphic and statements such as “Jessica – ‘Wax My Balls’ has now moved on from compelling women to wax his balls to demanding that all Canadians play according to his dysphoric fantasy”—for the purpose of humiliating, misgendering, and intimidating me in response to my human rights complaint.

Describe what this Respondent did to retaliate

Date: 2026-03-20

Conduct: Tweet: <https://x.com/CultureGuard/status/2035163980612976845> The Respondent engaged in a deliberate and public campaign of retaliatory conduct through social media following my filing of a human rights complaint. Specifically, the Respondent published a post that directly targets me by name and frames my legal action as illegitimate and absurd, accompanied by a “Rainbow Agenda” graphic designed to mock and stigmatize LGBTQ2S+ individuals. The post further includes the statement: “Jessica – ‘Wax My Balls’ has now moved on from compelling women to wax his balls to demanding that all Canadians play according to his dysphoric fantasy.” This language is overtly degrading, sexually explicit in nature, and constitutes intentional misgendering and dehumanization. The Respondent’s conduct goes beyond mere commentary; it is structured to incite ridicule, hostility, and public harassment against me by portraying my complaint as coercive, predatory, and irrational. By invoking inflammatory and false narratives about past allegations and framing my protected legal activity as a societal threat, the Respondent seeks to intimidate and punish me for asserting my rights under human rights legislation. The use of visual propaganda (the “Rainbow Agenda” graphic) further amplifies this message, reinforcing harmful stereotypes and signaling to the Respondent’s audience that I am a legitimate target for contempt and abuse.

Date: 2026-03-20

Conduct: This conduct is retaliatory because it occurred after, and in direct response to, my engagement in a protected complaint process. It is intended to deter me from continuing with my complaint, to undermine my credibility, and to expose me to reputational harm, emotional distress, and further harassment. The Respondent is using their platform to penalize me for exercising my legal rights, which constitutes intimidation and coercion within the meaning of retaliation under human rights law.

Explain why you think this conduct is retaliation for your role in a complaint or inquiry:

The Respondent’s conduct is retaliatory because it arose immediately after, and explicitly in response to, my filing of a human rights complaint, and is framed in direct reference to that protected activity. The post does not constitute neutral commentary; rather, it singles me out by name, references the subject matter underlying my complaint, and characterizes my legal action as illegitimate, coercive, and socially harmful. By doing so, the Respondent is clearly responding to my participation in a complaint process and attempting to discredit and punish me for engaging in it. The timing, content, and tone of the publication demonstrate a causal connection between my complaint and the Respondent’s actions. The use of degrading language, intentional misgendering, and sexually explicit framing—such as the statement that I am “demanding that all Canadians play according to his dysphoric fantasy”—is not incidental; it is designed to humiliate, intimidate, and deter me from continuing to assert my rights. The inclusion of the “Rainbow Agenda” graphic further amplifies this retaliatory intent by portraying my complaint as part of a broader, stigmatized agenda, thereby encouraging public hostility and ridicule. In effect, the Respondent is using their platform to impose a penalty on me for accessing a legal remedy, by exposing me to reputational harm, emotional distress, and increased risk of harassment. This conduct aligns with recognized forms of retaliation, including intimidation, coercion, and penalizing an individual for participating in a human rights process. The clear linkage between my complaint and the Respondent’s targeted, hostile response establishes that this conduct was undertaken because of my role in initiating and pursuing that complaint.

Step 4 – Is the Complaint Filed in Time?

Respondent Name: Culture Guard

What is the date of the most recent conduct that you listed as retaliation in the previous step?

2026-03-20

Did the most recent conduct happen in the last year? Yes

Did all of the conduct happen in the last year for all Respondents? Yes

Step 5 - Other Proceedings

Do you have another proceeding about the same events? No

Step 6 - Remedies

Select the kinds of remedies you want that are available under s. 37 of the Human Rights Code:

- **Order to stop the retaliation**
- **Declaration that the conduct is retaliation**
- **Steps or programs to address the retaliation (examples: training, policy)**
- **Compensation for injury to dignity, feelings, and self-respect**
- **Compensation for lost wages or other expenses such as moving expenses, photocopying, costs of attending the hearing (keep receipts)**

Step 7 - Mediation

Do you want to attend a mediation? Yes

Step 8 - Indigenous Peoples

I confirm I am First Nations, Métis or Inuit. I want an Indigenous Navigator to contact me about the process.