



British Columbia
Human Rights
Tribunal



FORM 1.4 – RETALIATION COMPLAINT

Use This Form to File a Complaint About Retaliation

Case

Case Number: CS-018413

Date Received: 2026-03-21

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-018409 (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 of the complaints and the retaliation complaints with a cease-and-desist for them to stop the discriminatory behaviour. They only continue.

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:

Public intimidation, coercive harassment, and reputational targeting through social media, including mocking and amplifying my human rights complaints to punish and deter my participation in Tribunal proceedings.

Describe what this Respondent did to retaliate

Date: 2026-03-21

Conduct: <https://x.com/CultureGuard/status/2035350387733991787> The Respondent, Culture Guard, published a public post on March 21, 2026, explicitly referencing my ongoing Human Rights Tribunal proceedings and identifying “Complaint #4” in a mocking and hostile manner. In that post, the Respondent deliberately referred to me using incorrect pronouns, including the use of “his,” despite my well-established and publicly known gender identity.

Date: 2026-03-21

Conduct: This misgendering was not incidental; it was intentional and deployed within a broader narrative that sought to delegitimize both my identity and my legal claims. The Respondent further characterized me as an abuser of “chosen victims,” while simultaneously misgendering me throughout the post, thereby reinforcing a harmful and dehumanizing framing that denies my identity and dignity.

Date: 2026-03-21

Conduct: The use of incorrect pronouns in this context functions as a form of targeted degradation and is widely recognized as a mechanism of exclusion and identity denial, particularly when done in connection with public attacks.

Date: 2026-03-21

Conduct: In addition, the Respondent invoked “taxpayers” and broader public scrutiny, amplifying the post to encourage reputational harm and third-party hostility. The inclusion of a stylized image of my litigation notice (CS-018409), presented in a sensationalized format, further served to ridicule my legal participation

Date: 2026-03-21

Conduct: Taken together, the deliberate misuse of pronouns, combined with the public amplification and hostile framing of my Tribunal activity, forms part of a coordinated pattern of conduct intended to intimidate, demean, and deter me from exercising my protected rights.

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

This conduct constitutes retaliation because it was undertaken in direct response to my filing of Human Rights Tribunal complaints, which is a protected activity under the BC Human Rights Code. The Respondent explicitly references my complaint (“Complaint #4”) and uses it as the basis for a public post that targets me personally, demonstrating clear knowledge of—and reaction to—my participation in the Tribunal process. Rather than engaging in neutral commentary, the Respondent escalates the situation by mocking, misgendering, and portraying my complaints as abusive or illegitimate, thereby attempting to discredit me for exercising my legal rights. The deliberate misuse of pronouns and framing of me as an abuser are not incidental; they function to undermine my identity, credibility, and standing, both publicly and within the context of the proceedings. Further, the Respondent amplifies this content to a broader audience, invoking public scrutiny and encouraging reputational harm.

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?

2026-03-21

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.