



British Columbia
Human Rights
Tribunal



FORM 1.1 – INDIVIDUAL COMPLAINT

Use This Form to File Your Own Complaint

Case

Case Number: CS-018635

Date Received: 2026-04-03

Step 1 - Party Information

Who experienced discrimination (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

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): none

Respondent Contact Email: [REDACTED]

Mailing Address:
[REDACTED]

Phone: N/A

Cell: N/A

Fax: N/A

Steps 2A - Areas of Discrimination & Step 2B -Grounds of Discrimination

Area: Publication

Ground

Gender Identity or Expression: I am a transgender woman. The Respondent targeted and denied my gender identity through public misgendering, deadnaming, and derogatory framing.

Sex: I am female. The Respondent's conduct targets me on the basis of my sex, including through gender-based ridicule and demeaning commentary.

Sexual Orientation: I am a member of the LGBTQ2S+ community. The Respondent's conduct relies on and reinforces harmful stereotypes associated with sexual orientation

Mental Disability: I have diagnosed mental health conditions, and the Respondent's conduct exacerbates these conditions by subjecting me to ongoing public harassment

Step 3 - Details of the Discrimination

Details of the Discrimination for each Respondent

Respondent Name: Culture Guard

Describe the harm you experienced in a few words: The Respondent's conduct including calling me a "dude" has exposed me to hatred, ridicule, and detestation in a manner that meets and exceeds the legal threshold articulated in *Whatcott v. Saskatchewan (Human Rights Commission)*. Through deliberate misgendering, derogatory framing, and public dissemination, I have been positioned as an object of contempt and dehumanization on the basis of my gender identity. This harm is not merely subjective offence; rather, it constitutes a profound assault on my safety, and social standing,

producing sustained psychological distress, anxiety, and reputational damage. Further, the Respondent's use of a widely accessible platform has amplified this harm in a manner consistent with the reasoning in *Chilliwack Teachers' Association v. Neufeld* (No. 10), wherein the Tribunal recognized that the reach and repetition of discriminatory expression intensify its impact. The publication has facilitated third-party hostility, emboldened further harassment.

Explain how the harm relates to the grounds you have selected before: The harm I have experienced is inextricably linked to the protected grounds identified above, as the Respondent's conduct explicitly targets core aspects of my identity, including my gender identity and expression, sex, sexual orientation, and disabilities. The impugned publication does not constitute neutral commentary; rather, it is structured around the deliberate mischaracterization and denial of my identity as a transgender woman, thereby engaging the protected ground of gender identity or expression in a direct and adverse manner. The use of misgendering, deadnaming, and derogatory framing operates as a form of differential treatment that would not be imposed on individuals who are not transgender, thereby establishing a clear nexus between the harm suffered and the prohibited ground.

Describe what this Respondent did that harmed you.

Date: 2026-04-03

Conduct: The Respondent engaged in a course of conduct involving the deliberate creation, publication, and amplification of content on a widely accessible social media platform that targeted me on the basis of my protected characteristics. Specifically, the Respondent published statements that misgendered and deadnamed me, framed my gender identity as illegitimate, and employed demeaning and inflammatory language designed to ridicule and undermine my identity as a transgender woman.

Date: 2026-04-03

Conduct: This was not an isolated or inadvertent act; rather, it was a calculated and intentional communication that drew upon harmful stereotypes and narratives associated with transgender individuals and members of the LGBTQ2S+ community. The Respondent further contextualized this content in a manner that invited public derision, including the use of mocking language, sensationalized framing, and the amplification of third-party media designed to portray me as deceptive or deserving of contempt.

Date: 2026-04-03

Conduct: By associating my identity with ridicule and by presenting this content to a broad audience, the Respondent knowingly exposed me to heightened scrutiny, harassment, and hostility. The tone, structure, and dissemination of the publication demonstrate an intention to degrade my dignity and to incite others to adopt similar discriminatory attitudes.

Date: 2026-04-03

Conduct: Moreover, the Respondent's conduct operated as a form of existential denialism, insofar as it sought to negate and delegitimize my identity entirely, rather than merely critique any particular action or viewpoint. This denial of identity constitutes a particularly severe form of discrimination, as it strikes at the core of personhood and social recognition.

Date: 2026-04-03

Conduct: The Respondent's actions therefore go beyond permissible expression and fall squarely within the scope of discriminatory publication, as they expose me to hatred, ridicule, and detestation on the basis of protected grounds, consistent with the legal principles articulated in Whatcott v. Saskatchewan (Human Rights Commission).

Date: 2026-04-03

Conduct: Finally, the Respondent's use of a public platform significantly amplified the harm caused. As recognized in Chilliwack Teachers' Association v. Neufeld (No. 10), the reach and repetition of discriminatory expression intensify its impact by facilitating broader dissemination and encouraging third-party engagement.

Date: 2026-04-03

Conduct: In this case, the Respondent's conduct foreseeably resulted in additional harassment, reputational harm, and psychological distress, thereby compounding the discriminatory effects of the initial publication. This pattern of conduct constitutes a clear violation of the protections afforded under the British Columbia Human Rights Code.

Step 4 – Time Limit to Make Complaint

Respondent Name: Culture Guard

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

2026-04-03

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 discrimination**
- Declaration that the conduct is discrimination**
- Steps or programs to address the discrimination (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.