



British Columbia
Human Rights
Tribunal



FORM 1.1 – INDIVIDUAL COMPLAINT

Use This Form to File Your Own Complaint

Case

Case Number: CS-018720

Date Received: 2026-04-11

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

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

Sex: I am female. The Respondent denied and mischaracterized my sex by referring to me using a name and framing associated with a male identity

Gender Identity or Expression: I am a transgender woman and a member of the MMIWG2SLGBTQQIPPSAA+ community. The Respondent referred to me using a name inconsistent with my identity

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 statement has caused significant reputational harm and psychological distress. By referring to me using a name inconsistent with my identity and implicitly treating me with male-associated language and framing, the post functions not merely as criticism, but as a public act of misgendering and identity denial. This form of existential denialism attacks my core personhood and undermines my dignity, particularly in a public forum where the statement is visible to a wide audience. The harm is compounded by the broader context in which transgender women are frequently subjected to ridicule, delegitimization, and targeted harassment. The Respondent's use of incorrect pronouns and gendered framing reinforces these harmful narratives, exposing me to further hostility and diminishing my ability to safely participate in public and online spaces.

Explain how the harm relates to the grounds you have selected before: The harm I experienced is directly connected to my protected characteristics of gender identity or expression and sex. The Respondent’s use of a name inconsistent with my identity, combined with incorrect pronouns and male-associated framing, specifically targets me because I am a transgender woman. This is not neutral commentary—it is a deliberate act of misgendering and identity denial that undermines my recognition as a woman and reinforces discriminatory stereotypes about transgender individuals.

Describe what this Respondent did that harmed you.

Date: 2026-04-11

Conduct: On April 11, 2026, the Respondent, CultureGuard, published a statement on the social media platform X (formerly Twitter) that directly targeted the Complainant. In that publication, the Respondent referred to the Complainant using a name inconsistent with her identity and employed male-associated language and framing, thereby misgendering her.

Date: 2026-04-11

Conduct: The Respondent further stated that the Complainant “doesn’t have any” credibility and characterized her as “very confused.” These statements were not made in isolation but in the context of ongoing public discourse targeting the Complainant as a transgender woman. The use of incorrect pronouns, deadnaming, and dismissive language functioned together to deny the Complainant’s identity and undermine her dignity.

Date: 2026-04-11

Conduct: The Respondent’s conduct was carried out in a public forum, thereby amplifying the reach and impact of the statements and exposing the Complainant to ridicule, contempt, and third-party harassment. By publishing and disseminating this content, the Respondent contributed to a broader pattern of discriminatory expression directed at the Complainant on the basis of her gender identity and sex.

Date: 2026-04-11

Conduct: This conduct is deliberate, public, and harmful in its cumulative effect. It constitutes misgendering, deadnaming, and existential denialism, and has caused significant reputational and psychological harm to the Complainant.

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?

2026-04-11

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.