



British Columbia  
Human Rights  
Tribunal



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## FORM 1.1 – INDIVIDUAL COMPLAINT

Use This Form to File Your Own Complaint

### Case

Case Number: CS-018551

Date Received: 2026-03-29

# 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:** Meghan Murphy

**Relationship to you (For example, your employer):** none

**Respondent Contact Email:** [REDACTED]

**Mailing Address:**

unknown, unknown, British Columbia,

**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 a woman. The Respondent's conduct denied my recognition as a woman and subjected me to adverse treatment on that basis.

**Gender Identity or Expression:** Respondent targeted the Complainant on the basis of gender identity by deliberately using the Complainant's deadname in a tweet.

## **Step 3 - Details of the Discrimination**

### **Details of the Discrimination for each Respondent**

**Respondent Name:** Meghan Murphy

**Describe the harm you experienced in a few words:** The Respondent's deliberate use of my deadname, followed by public mocking after being placed on notice, caused significant harm to my dignity, identity, and sense of personal security. Being publicly misidentified in this way is deeply dehumanizing and communicates that my identity as a woman is not valid or worthy of respect. The conduct was not accidental—it was intentional and sustained—and it exposed me to ridicule, humiliation, and further targeting by others. The harm was amplified by the Respondent's platform and audience, which increased the reach and impact of the conduct. As a result, I experienced distress, anxiety, and a heightened sense of vulnerability in both online and public spaces. This conduct undermined my ability to participate safely and equally in public discourse, and caused a profound injury to my dignity, feelings, and self-respect.

**Explain how the harm relates to the grounds you have selected before: The harm I experienced is directly connected to the protected grounds of gender identity and expression, and sex, as the Respondent's conduct specifically targeted and undermined my identity as a transgender woman. The use of my deadname is inherently tied to my gender identity, as it deliberately rejects my affirmed identity and replaces it with one that I no longer use or recognize. This act communicates that my identity is illegitimate and invites others to disregard or challenge my gender, which constitutes adverse treatment based on gender identity and expression. The conduct also engages the ground of sex, as it functions to deny my recognition and treatment as a woman. By publicly misidentifying me and refusing to acknowledge me as female, the Respondent subjected me to treatment that would not be imposed on individuals whose identity as women is not contested. The resulting harm—humiliation, distress, and loss of dignity—is therefore not incidental, but arises directly.**

**Describe what this Respondent did that harmed you.**

**Date: 2026-03-29**

**Conduct: On March 29, 2026, the Respondent published content on a public platform in which she referred to me using a name that I no longer use (deadname), despite my identity as a woman being publicly established and consistently used in all current contexts. This publication was made to a broad audience and was not incidental; it constituted a deliberate act of misidentification.**

**Date: 2026-03-29**

**Conduct: Following this publication, I provided notice to the Respondent advising that the use of my deadname was harmful and requesting that the content be removed and not repeated. Rather than remedying the situation, the Respondent engaged in further conduct by mocking me publicly, thereby reinforcing and amplifying the initial act. The Respondent refused to correct or remove the content and instead continued conduct that was dismissive and derisive.**

**Date: 2026-03-29**

**Conduct: This sequence of actions demonstrates a deliberate and ongoing course of conduct, in which the Respondent knowingly used my deadname, was placed on notice of the harm, and chose to continue and escalate the behaviour in a public forum.**

#### **Step 4 – Time Limit to Make Complaint**

**Respondent Name: Meghan Murphy**

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

**2026-03-29**

**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.