



British Columbia
Human Rights
Tribunal



FORM 1.1 – INDIVIDUAL COMPLAINT

Use This Form to File Your Own Complaint

Case

Case Number: CS-018718

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, In decision in addition to my legal name, When writing to me

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:
[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: The Complainant, Jessica Simpson, is a transgender woman and a member of the MMIWG2SLGBTQQIPPSAA+ community

Sex: The Respondent's conduct further constitutes discrimination on the basis of sex given its direct relationship to gendered identity, expression.

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: Existential denialism; public humiliation; identity-based harassment; reputational harm; psychological distress; erosion of dignity.

Explain how the harm relates to the grounds you have selected before: On April 10, 2026, the Respondent publicly referred to the Complainant using male pronouns ("he") in a widely disseminated social media post. This act was neither incidental nor inadvertent; rather, it was deliberate, ideologically motivated, and situated within a broader pattern of targeted conduct, including prior instances of deadnaming and gender-based derogation. Such conduct constitutes existential denialism—that is, the categorical refusal to acknowledge the Complainant's personhood as a woman—which operates not merely as insult, but as a structural mechanism of dehumanization.

By denying the Complainant's gender identity in a public forum, the Respondent effectively invited third-party amplification, harassment, and stigmatization. Canadian human rights jurisprudence has increasingly recognized that persistent misgendering is not trivial or benign, but instead undermines dignity, security, and equal participation in public life.

Describe what this Respondent did that harmed you.

Date: 2026-04-10

Conduct: On April 10, 2026, the Respondent engaged in the following conduct: 1. Published, endorsed, or otherwise disseminated a communication on the social media platform X (Twitter) in which the Complainant was referred to using male pronouns ("he"), notwithstanding full knowledge of the Complainant's affirmed gender identity as a woman;

Date: 2026-04-10

Conduct: Employed such male pronouns in a manner that constitutes a denial of gender identity, a protected ground under Canadian law since the enactment of Bill C-16, thereby engaging in conduct that is prima facie discriminatory within the meaning of applicable human rights legislation;

Date: 2026-04-10

Conduct: Engaged in conduct that was neither inadvertent nor ambiguous, but rather deliberate, ideologically motivated, and repeated, thereby exceeding the threshold of mere misstatement and satisfying the legal standard for discriminatory conduct;

Date: 2026-04-10

Conduct: Targeted the Complainant in a manner that is inextricably linked to her status as a transgender individual, such that the harm would not have arisen but for that protected characteristic, thereby establishing a clear and direct nexus between the impugned conduct and the protected grounds of gender identity or expression and sex;

Date: 2026-04-10

Conduct: Participated in and perpetuated a broader pattern of existential denialism, including prior instances of misgendering and deadnaming, which collectively function to erase, invalidate, and delegitimize the Complainant's legal and social identity;

Date: 2026-04-10

Conduct: Amplified and reinforced systemic patterns of marginalization affecting transgender individuals, particularly those within the MMIWG2SLGBTQQIPPSAA+ community, wherein identity erasure contributes to heightened vulnerability, social exclusion, and exposure to harassment;

Date: 2026-04-10

Conduct: Disseminated the impugned communication in a public and widely accessible forum, with foreseeable consequences including third-party harassment, reputational harm, and the normalization of discriminatory discourse;

Date: 2026-04-10

Conduct: Failed and/or refused to retract, correct, or otherwise remediate the misgendering, thereby compounding the harm and demonstrating a continued disregard for the Complainant's protected rights.

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?

2026-04-10

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.