



British Columbia
Human Rights
Tribunal



FORM 1.1 – INDIVIDUAL COMPLAINT

Use This Form to File Your Own Complaint

Case

Case Number: CS-018398

Date Received: 2026-03-20

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: Kari Simpson

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

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

Area: Publication

Ground

Sex: The Respondent's conduct also engages the protected ground of sex. By repeatedly asserting that the Complainant is "male" and not entitled to recognition as a woman, the Respondent imposes a rigid, biologically essentialist framework that excludes transgender individuals from legal and social recognition. This constitutes discrimination on the basis of sex, as it enforces a binary interpretation that is incompatible with established human rights protections and jurisprudence recognizing gender identity as an integral component of sex discrimination (see Vancouver Rape Relief Society v. Nixon, 2005 BCCA 601, for interpretive context).

Sexual Orientation: To the extent that the Respondent's statements invoke broader narratives about LGBTQ2S+ individuals, including framing transgender identity as illegitimate or harmful, the conduct contributes to a hostile and exclusionary environment that intersects with sexual orientation protections. The Respondent's rhetoric reinforces stigma and animus directed toward LGBTQ2S+ communities.

Gender Identity or Expression: The Complainant is a transgender woman whose gender identity and expression are protected under s. 8 of the Human Rights Code (RSBC 1996, c. 210). The Respondent has engaged in repeated and deliberate mischaracterization of the Complainant's gender identity by asserting that the Complainant is "a biological male," "not a woman," and by framing transgender identity as a "delusion." These statements constitute a categorical denial of the Complainant's gender identity, which is recognized as a protected characteristic under provincial human rights law. The Respondent's conduct goes beyond mere disagreement or expression of opinion and instead operates as existential denialism, wherein the Complainant's legally recognized identity is repudiated in totality, thereby undermining dignity, personhood, and equal participation in public life.

Step 3 - Details of the Discrimination

Details of the Discrimination for each Respondent

Respondent Name: Kari Simpson

Describe the harm you experienced in a few words: Public misgendering, dehumanization, and reputational harm resulting in psychological distress and exposure to further harassment.

Explain how the harm relates to the grounds you have selected before: The harm arises directly and unequivocally from the Respondent's targeted use of gendered language intended to negate and invalidate the Complainant's protected identity. In particular, the Respondent's repeated references to the Complainant as "Mr. Jessica," alongside the use of male pronouns and assertions that the Complainant is "not a woman," constitute deliberate acts of misgendering that are intrinsically tied to the protected grounds of gender identity and expression and sex under the Human Rights Code. The phrase "Mr. Jessica" is not a neutral descriptor or incidental misstatement; rather, it is a constructed rhetorical device designed to juxtapose a feminine name with a masculine honorific in order to mock, undermine, and symbolically erase the Complainant's gender identity. This form of linguistic framing operates as identity-based denigration, reinforcing the notion that the Complainant's affirmed gender is illegitimate or fraudulent. In doing so, it perpetuates harmful stereotypes about transgender individuals and denies the Complainant equal recognition in public discourse. Moreover, this conduct constitutes a form of existential denialism, wherein the Respondent not only disagrees with, but actively repudiates, the Complainant's existence as a woman. Such denial is inextricably linked to the protected grounds identified above, as it targets the very characteristic—gender identity—that the Human Rights Code is designed to safeguard. The harm is therefore not abstract or generalized; it is specific, personal, and grounded in the Respondent's refusal to acknowledge the Complainant's legally and socially recognized identity. The public nature of the Respondent's statements further exacerbates the harm. By broadcasting this language to a wide audience, the Respondent amplifies stigma, invites third-party harassment, and contributes to a poisoned social environment.

Describe what this Respondent did that harmed you.

Date: 2026-03-20

Conduct: On or about March 2026, the Respondent, Kari Simpson, published a public post on Facebook in which she directly targeted the Complainant, Jessica Simpson, using language that was deliberately misgendering, derogatory, and identity-denying in nature. In that post, the Respondent repeatedly referred to the Complainant using male pronouns and descriptors, including the phrase "Mr. Jessica," which was used in a mocking and dismissive manner to juxtapose a feminine name with a masculine title for the purpose of undermining and ridiculing the Complainant's gender identity. The Respondent further asserted that the Complainant is "a biological male" and "not a woman," and characterized the Complainant's gender identity as a "delusion." These statements were presented as factual assertions rather than opinion, and were framed in a manner intended to delegitimize the Complainant's identity and portray her as inherently deceptive or irrational. The Respondent also suggested that recognizing the Complainant's gender identity would be incompatible with "truth" and "reality," thereby reinforcing exclusionary and stigmatizing narratives about transgender individuals.

Date: 2026-03-20

Conduct: The post was published on a publicly accessible platform to a broad audience, thereby amplifying the reach and impact of the Respondent's statements. Given the Respondent's established

following and influence, the publication foreseeably exposed the Complainant to increased harassment, reputational harm, and psychological distress. The Respondent's conduct was not inadvertent or isolated; rather, it reflects a deliberate and targeted effort to publicly deny, mock, and invalidate the Complainant's protected characteristics, including her gender identity and expression. This conduct constitutes discriminatory publication and harassment in a public forum, as it targets the Complainant on the basis of protected grounds and contributes to a hostile and poisoned environment for transgender individuals.

<https://www.facebook.com/KariSimpson.RKR/posts/pfbid02Ei8UjYzNAH3XtNvf7KiwoD2NfBDbHz8RkELH>

Step 4 – Time Limit to Make Complaint

Respondent Name: Kari Simpson

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

2026-03-20

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.