



British Columbia  
Human Rights  
Tribunal



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# FORM 1.4 – RETALIATION COMPLAINT

Use This Form to File a Complaint About Retaliation

## Case

Case Number: CS-018416

Date Received: 2026-03-21

## Step 1 - Party Information

### Who experienced retaliation (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

### Who will communicate with the Tribunal about this Complaint?

The complainant

### 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

## Step 2 - Your Role in a Complaint

What is the retaliation about: A complaint that someone filed with the BC Human Rights Tribunal

What is the complaint name and case number? CS-018398 (Jessica Simpson v. Kari Simpson)

When was the complaint filed? 2026-03-20

What is your role in the complaint? I made the complaint

If you helped with the complaint, how did you help?

How did the Respondent(s) know about your role? I advised Kari Simpson that the complaint was filed both against her and her company "CultureGuard" and provided a cease-and-desist letter.

## Step 3 - Details of the Discrimination

### Details of the Discrimination for each Respondent

Respondent Name: Kari Simpson

Describe in a few words the conduct that you say is retaliation:

The Respondent engaged in retaliatory conduct by deliberately publishing and amplifying defamatory, degrading, and discriminatory content about me within a Facebook group explicitly designated as a "crime page" (Langley crime page – City, Murrayville, Brookwood, Willoughby, Yorkson). This act constitutes intimidation, coercion, and penalization within the meaning of retaliation under human rights law. The Respondent's decision to post in a crime-focused forum is inherently significant. Such groups are widely understood by their audience to be spaces where

**criminal activity, alleged offenders, and public safety concerns are discussed. By inserting my name,**

image, and references to my legal complaints into this context, the Respondent has deliberately and maliciously attempted to associate me with criminality. This is not a neutral or incidental act of publication; it is a calculated effort to reframe me—from a complainant exercising legal rights—into a purported wrongdoer.

**Describe what this Respondent did to retaliate**

**Date: 2026-03-21**

**Conduct:** The Respondent engaged in a deliberate and escalating course of retaliatory conduct by publishing multiple posts about me in a Facebook group explicitly dedicated to “crime” reporting (Langley crime page – City, Murrayville, Brookwood, Willoughby, Yorkson), thereby intentionally framing me within a criminal context. In these posts, the Respondent shared references to my human rights complaints (including labeling them “Complaint #3” and “Complaint #4”), along with images

**Date: 2026-03-21**

**Conduct:** commentary, and inflammatory statements designed to ridicule, discredit, and punish me for initiating legal proceedings. The Respondent’s posts include degrading and defamatory language, persistent misgendering, and false characterizations of my conduct, including statements such as: “Jessica – ‘Wax My Balls’ has now moved on from compelling women to wax his balls to demanding that all Canadians play, and speak, according to his dysphoric fantasy.”

**Date: 2026-03-21**

**Conduct:** This language is not only demeaning and discriminatory on its face, but is also presented in a manner intended to portray me as predatory, unreasonable, and socially harmful. The Respondent further escalates this framing by asserting that I have “inflicted abuse” on others and referring to unnamed “victims,” thereby implying that I have engaged in wrongdoing akin to criminal conduct.

**Date: 2026-03-21**

**Conduct:** The selection of a “crime page” as the publication venue is a critical component of the conduct. By posting my name, image, and allegations in a space associated with criminal activity and public safety concerns, the Respondent deliberately creates the false and damaging impression that I am a criminal or subject of legitimate public warning.

**Date: 2026-03-21**

**Conduct:** This is reinforced through the Respondent’s use of provocative language such as “time for the public... to know” and “How many more?”, which serves to incite suspicion, hostility, and public condemnation.

**Date: 2026-03-21**

**Conduct:** The Respondent also republished or referenced litigation-related materials in a mocking and sensationalized format, further weaponizing my lawful use of the human rights process against me. By framing my complaints as something worthy of public ridicule and by broadcasting them to an audience primed to view individuals through a criminal lens, the Respondent has attempted to undermine my credibility, deter me from continuing my complaint, and subject me to public harassment.

**Date: 2026-03-21**

**Conduct:** Taken together, this conduct constitutes a coordinated effort to intimidate, coerce, and penalize me for engaging in a protected activity—namely, filing human rights complaints—through public shaming, reputational harm, and the deliberate imposition of a false narrative of criminality.

**Explain why you think this conduct is retaliation for your role in a complaint or inquiry:**

The Respondent's conduct is retaliatory because it is directly connected—both temporally and substantively—to my initiation of human rights complaints, and it is clearly intended to punish, intimidate, and deter me from continuing to exercise my legal rights. The Respondent explicitly references my complaints in her posts (e.g., "Complaint #3," "Complaint #4") and frames them in a mocking, hostile, and adversarial manner. This demonstrates that her actions were not incidental commentary, but rather a targeted response to my protected activity of engaging with the Human Rights Tribunal process. The nature and tone of the posts further establish retaliatory intent. Rather than engaging in lawful disagreement or neutral discussion, the Respondent escalates to public ridicule, misgendering, and defamatory characterizations, portraying me as predatory, abusive, and socially harmful. These statements are coupled with language designed to incite public hostility.

#### **Step 4 – Is the Complaint Filed in Time?**

**Respondent Name: Kari Simpson**

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

**2026-03-21**

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