



British Columbia  
Human Rights  
Tribunal



---

## FORM 1.1 – INDIVIDUAL COMPLAINT

Use This Form to File Your Own Complaint

### Case

Case Number: CS-018669

Date Received: 2026-04-07

# 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:** Kari Simpson

**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 a woman. The Respondent asserts that I am a “biological male” and uses this to deny my recognition as a woman and invalidate my legal complaints

**Gender Identity or Expression:** I am a transgender woman. The Respondent repeatedly refers to me using male pronouns (“he”) and characterizes me as a “biological male

## **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:** I experienced ongoing humiliation, emotional distress, and a profound erosion of dignity as a result of the Respondent’s public statements. Being repeatedly misgendered and characterized as irrational or “demented” has caused significant psychological harm, including stress, anxiety, and a sense of vulnerability in public and professional spaces. The Respondent’s conduct has also damaged my reputation by portraying me as illegitimate and unworthy of legal protection, which invites further ridicule and harassment from others. This has contributed to a persistent feeling of insecurity and exclusion, particularly as my identity is not merely questioned but actively denied in a public forum.

**Explain how the harm relates to the grounds you have selected before:** The harm I experienced is directly linked to the protected grounds of sex and gender identity or expression. The Respondent’s repeated use of male pronouns and references to me as a “biological male” were not neutral statements, but were directed at denying my identity as a woman. This conduct reinforces harmful

stereotypes and excludes me from recognition and equal treatment. By characterizing my identity and legal complaints as “lunacy” or “demented,” the Respondent further stigmatizes my protected identity, which intensifies the harm. As a result, the distress, humiliation, and reputational damage I experienced arise specifically because of these protected characteristics.

Describe what this Respondent did that harmed you.

Date: 2026-04-07

Conduct: The Respondent published statements on a public platform in which they repeatedly misgendered me by using male pronouns and referring to me as a “biological male.” The Respondent further described my legal complaints as “lunacy” and “demented,” thereby associating my identity with irrationality. This conduct was deliberate, public, and directed at me, and it served to deny my identity and undermine my credibility.

Date: 2026-04-07

Conduct: In addition to the initial publication, the Respondent engaged in repeated and sustained conduct by continuing to refer to me using incorrect pronouns and biologically reductionist language across multiple statements. The Respondent framed my lawful human rights complaints as illegitimate and characterized them as “duds,” further undermining my credibility.

Date: 2026-04-07

Conduct: This pattern of conduct demonstrates that the misgendering and stigmatizing language were not isolated or inadvertent, but deliberate and ongoing. The Respondent’s statements were made in a public forum, increasing their reach and impact, and contributed to a broader environment of ridicule, hostility, and reputational harm directed at me.

Date: 2026-04-07

Conduct: In addition to the initial publication, the Respondent engaged in repeated and sustained conduct by continuing to misgender me and refer to me as a “biological male” across multiple public statements. The Respondent further characterized my lawful human rights complaints as “lunacy,” “demented,” and “duds,” thereby portraying me as irrational and unworthy of legal protection

Date: 2026-04-07

Conduct: This conduct was not isolated but formed part of a deliberate pattern of public expression targeting my identity. When assessed objectively, these statements are likely to expose me to detestation, vilification, and ridicule on the basis of my sex and gender identity or expression.

Date: 2026-04-07

Conduct: The Respondent’s conduct therefore meets the threshold for discriminatory publication under section 7 of the Human Rights Code, as it undermines my dignity, invites contempt from others, and reinforces harmful and exclusionary stereotypes.

#### **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?

2026-04-07

**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**
- **Compensation for injury to dignity, feelings, and self-respect**
- **Steps or programs to address the discrimination (examples: training, policy)**
- **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.**