

BC Human Rights Tribunal

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GENERAL INSTRUCTIONS

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Tribunal Stamp

For assistance with filing your complaint contact

BC Human Rights Clinic
Tel: 604-622-1100
Toll-Free: 1-855-685-6222
www.bchrc.net

The Law Centre
Tel: 250-385-1221
www.thelawcentre.ca

YOUR INFORMATION

FIRST NAME: ** Jessica		LAST NAME: ** Yaniv	
NAME OF LAWYER OR OTHER PERSON WHO REPRESENTS YOU IN THIS COMPLAINT (IF APPLICABLE):			
MAILING ADDRESS: ** 170 - 422 Richards St.			
CITY: ** Vancouver		PROVINCE: ** BC	POSTAL CODE: ** V6B 2Z4
<p>Purpose of collecting contact information: The Tribunal uses your contact information to process the complaint and conduct surveys to evaluate and improve its services. The Tribunal will give your mailing address to the other parties for the exchange of information and other documents. Your additional contact information will only be given to the other parties if you agree.</p> <p><input checked="" type="checkbox"/> Check here to tell the Tribunal not to disclose the additional contact information below to the Respondent.</p>			

CONTACT INFORMATION REDACTED

B.C. HUMAN RIGHTS TRIBUNAL

YOUR COMPLAINT

STEP 1: NAME THE RESPONDENT(S)

Name each individual person, business or organization you believe is responsible for the discrimination.

An individual Respondent might be a co-worker, boss, building manager, landlord, restaurant server, employee at a recreation facility, health care provider or government official.

A business or organizational Respondent might be the company you worked for, a newspaper, a school board, a trade union, a society or a strata corporation.

Respondent 1:

NAME: ** Bill Whatcott			
RELATIONSHIP TO YOU: ** None - Never met him, don't know him			
MAILING ADDRESS: ** [REDACTED]			
CITY: ** Vancouver		PROVINCE: ** BC	POSTAL CODE: ** [REDACTED]
TELEPHONE: ** 778-837-3650	FACSIMILE:	CELLULAR:	
EMAIL: ** billwhatcott@gmail.com			

STEP 2: AREA(S) & GROUND(S) OF DISCRIMINATION

List the area(s) and ground(s) of discrimination that apply to your complaint:

Your complaint must show that the Respondent's conduct took place in an area of daily life protected under the *BC Human Rights Code*. These are called "**areas of discrimination**".

It must also show that you have a personal characteristic(s) protected under the *Code*. These are called "**grounds of discrimination**".

These protected personal characteristics may be:

- actual (for example, your ancestry or age), or
- perceived (for example, someone thinks that you have or may develop a disability in the future, or makes homophobic comments regardless of your sexual orientation).

Not all grounds of discrimination apply to all areas of discrimination.

Respondent 1: Bill Whatcott

Area of Discrimination

- Accommodation, service or facility
 Employment
 Employment advertisement
 Publication
 Purchase of property
 Tenancy
 Unions and associations
 Wages

"Publication" includes something made public, such as a newspaper article or a sign or a symbol in a public place. It must show discrimination or an intention to discriminate, or be likely to expose a person or group or class of persons to hatred or contempt.

Grounds of Discrimination

- Age
 Ancestry
 Colour
 Family Status
 Gender Identity or Expression
 Marital Status
 Mental Disability
 Physical Disability
 Place of Origin
 Race
 Religion
 Sex
 Sexual Orientation

"Gender Identity" is a person's sense of themselves as male, female, both, in between or neither. It includes people who identify as transgender. Gender identity may be different or the same as the sex a person is assigned at birth.

"Gender Expression" is how a person presents their gender. This can include behaviour and appearance, including dress, hair, make-up, body language and voice. This can also include name and pronoun, such as he, she or they. How a person presents their gender may not necessarily reflect their gender identity.

Details:** See below.

STEP 3: RESPONDENTS' CONDUCT

Answer these questions to show that the Respondent's conduct could be discrimination under the *Human Rights Code*

Respondent 1: Bill Whatcott

1. What did the Respondent do?

Date (YYYY MM DD) **	What Happened? **
2018 12 12	<p>Mr. Whatcott, during the December 12, 2019 Oger vs Whatcott hearing, Mr. Whatcott created and distributed hateful material that contained an image of myself, with a black dot on top of it, talking about my cases JY vs Various Waxing Salons 17587. The flyer is titled "British Columbia Human Rights Tribunal protects transvestite deviant, enables him to prey on vulnerable biological women." Mr. Whatcott in his rant on the streets, also spreads hateful remarks in regards to me, calling me a man amongst other statements. A full transcription of his rant, posted on Facebook and transcribed using REV is attached below:</p> <p>"I'm standing in front of the British Columbia Human Rights Tribunal today and I am standing for religious freedom. I am standing for freedom of speech. I am standing for the conscience rights to believe and stand on what is true. Today this tribunal has dragged both myself and my lawyer here and is attempting to impose fake pronouns on us. My lawyer has been repeatedly admonished to not refer to a biological male complainant as a male. They are threatening me with tens of thousands of dollars of fines for not referring to a biological male as a woman.</p> <p>I am here to tell that you should not allow a government agency to use coercion to basically say what is false. God has created two sexes, and their gender identity should align with reality. If you choose to believe something fake, if you choose to believe you're a woman, when in fact you're born a biological male, I feel sorry for you. But you have no right to impose that falsehood on me. You have no right to impose that falsehood on other Canadians and indeed I'm calling on Canadians for [inaudible 00:01:25]. This is not a private matter.</p> <p>This kangaroo tribunal is currently prosecuting 16 women who work as estheticians, because a biological male wants them to handle his genitals on the claim that he is a woman. He wants a Brazilian wax job from people who are trying to just do their lives and their business, and he wants to force them to handle his private parts, claiming he is a woman. This tribunal is enabling that kind of gross indignity to happen in the name of a fake political correctness.</p>

Date (YYYY MM DD) **	What Happened? **
	<p>I myself am willing to go to jail. I am willing to be saddled with thousands of dollars, tens of thousands in fines if necessary to not be forced, in order to maintain my dignity and not be forced to call biological men women, or biological women, men. This tribunal is no respecter of freedom. It is no respecter of human dignity. It is actually at odds with reality. Canadians have to speak up and stand for what is true. We have to regain our own core of coherence. I would argue the way to do that is to turn back to the God who created us, and indeed he created us male and female.</p> <p>Genesis 1:26, "And God created us in his image, and the image a male and female he created us."</p> <p>This tribunal is at war with almighty God. And they're going to fail. They will fail. They might invoke a huge fine on me, they might bully my lawyer into using fake pronouns. I hope not, I've encouraged him to stay strong and stay grounded in reality. They might succeed in ruining the lives of 16 women, are forcing them, they might succeed in forcing them to handle a guy's penis because he claims he's a woman who needs a wax job, but at the end of the day, they will not obliterate reality. They will fail.</p> <p>You cannot change your sex. Your gender identity can be at odds with reality, but at the end of the day, reality will prevail. And I'm calling on Canadians to care about what is true once again. Biological reality matters. You cannot have a government body coercing people to live out a lie. And indeed this notion that Mr. OJ is a woman is a lie. He claimed I can't know that he's a man. Well, the bottom line is, is his entire physical feature is manly. The fact is, is there's pictures of him from 10 years ago as a man holding his kids, with the Vancouver Sun referring to him as a dad. So yes, he is a man. I know for sure he's a man, and there's no way that this tribunal should be able to compel me to say anything different.</p> <p>This isn't about [inaudible 00:04:30] me. This is about the future of Canada. This is about our election freedom. In an election, are we really going to allow transvestites, and even though he doesn't like it, that's what he is, he's a cross-dressing biological male. Are cross-dressing biological males going to be allowed to run an election where people cannot say anything that's true about him that they dislike? [inaudible 00:04:57] pertains to your biological reality. Canadians cannot allow our country to descend into falsehood. And allowing these tribunals to force people to use fake pronouns and to call biological men women, and biological women men, you are allowing a very sick form of tyranny. This tyranny was even ongoing in the Soviet Union. Yes, sir.</p> <p>[inaudible 00:05:25]</p> <p>I am, I've been dragged in front of this tribunal, and I decided to walk out of it and preach. I told them I had a one-hour preaching session down here against the tyranny [inaudible 00:05:33] Well it's sad, actually, might not for me, I might go to jail, and I might be saddled with tens of thousands in fines, but it's really sad that we've got 16 women also dragged in front of the tribunal because some freak says he has a female penis and wants a Brazilian wax job on it. This way we're being compelled by the state to handle his penis, and it's really sad that in an election I can't say a guy who's a biological male is a guy, and he claims that the election's his safe space. Is that what Canadians want?</p> <p>[inaudible 00:06:05]</p> <p>Yeah, I'm imperfect but I'm doing what I can. I even-</p> <p>[inaudible 00:06:11] first commandment?</p> <p>Yes.</p> <p>[inaudible 00:06:13]</p> <p>Love the Lord your God with all your heart and all your soul and all your mind.</p> <p>What's the second commandment?</p> <p>Love your neighbor as yourself. And loving someone means that can tell them the truth, even if they don't like it. And it also means defending all the people who are being forced to drink this gender Kool Aid.</p>

Date (YYYY MM DD) **	What Happened? **
	<p>[inaudible 00:06:31]</p> <p>Yes. Oh, [inaudible 00:06:33], can you give him a flyer please Darcy? There we go.</p> <p>Thanks.</p> <p>God bless you sir. And that was pretty good. I think we got some [inaudible 00:06:42] there.</p> <p>So while you were speaking...</p> <p>Yes.</p> <p>In Oger vs Whatcott, Mr. Whatcott states "that his decision to create and circulate the Flyer was made after he asked God how he could help in the election."</p> <p>However, this isn't about an election. Mr. Whatcott had no reason to publish and distribute the hateful material he created and distributed about me on Dec 12, 2018.</p> <p>The Tribunal further states:</p> <p>"I am satisfied that a decision by this Tribunal that Mr. Whatcott is prohibited by the Code from distributing the Flyer, or its like, would interfere with his ability to act in accordance with his beliefs in a manner that is more than trivial: <i>Amselem</i> at para. 65; <i>Ktunaxa Nation v. British Columbia (Forests, Lands and Natural Resource Operations)</i>, 2017 SCC 54 at para. 68. While Mr. Whatcott would remain free to hold his beliefs about transgender people, he would be limited in the manner in which he could spread those views to the general public. This is sufficient to engage Mr. Whatcott's religious rights in this decision."</p> <p>In addition, a decision prohibiting Mr. Whatcott to distribute this type of hateful material about me "would not restrict Mr. Whatcott's life, liberty, or security of the person. The remedial jurisdiction conferred by s. 37 of the Code is in no way equivalent to penal consequences. It does not threaten Mr. Whatcott's life or liberty."</p> <p>The aim of human rights legislation is to "identify and eliminate discrimination": <i>Robichaud v. Canada (Treasury Board)</i>, [1987] 2 SCR 84 at 92. The Code is "pre- eminent" legislation, whose protections are "fundamental to our society": <i>Zurich Insurance Co. v. Ontario (Human Rights Commission)</i>, [1992] 2 SCR 321 [Zurich] at para. 18; <i>Schrenk</i> at para.</p> <p>It is the "law of the people" and often the "final refuge of the disadvantaged and the disenfranchised": <i>Tranchemontagne v. Ontario (Director; Disability Support Program)</i>, 2006 SCC 14 at para. 33; <i>Zurich</i> at para. 18. Decision makers must interpret its provisions expansively, and not "search for ways and means to minimize [human rights] and to enfeeble their proper impact": <i>Canadian National Railway Co. v. Canada (Human Rights Commission)</i>, [1987] 1 SCR 1114 at 1136.</p> <p>The Dec 12, 2018 flyer contents are as follows:</p> <p>-----</p> <p>"British Columbia Human Rights Tribunal protects transvestite deviant, enables him to prey on vulnerable biological women Image Image Image Devyn Cousineau (left) the pro-homosexual adjudicator overseeing the BCHRT kangaroo trial of Bill Whatcott for the fake crime of "misgendering" Ronan Oger. Ronan Oger (centre) the transvestite activist who is Vice President of the BC NDP. Mr. Oger is prosecuting Bill Whatcott for distributing flyers denouncing his bid to get elected in the Vancouver-False Creek riding last provincial election. Bill's flyer correctly gendered Ronan as a biological male and warned voters God did not want them to vote for Mr. Oger. "JY" (right): We can't reveal the identity of this freak. What we will tell you is the guy claims he is a "transgender woman" and he is using the BCHRT to prosecute 16 female estheticians who declined to give him a "Brazilian" wax job, which would have forced them to handle his "female penis." The sicko has quite a social media history that he and the BCHRT is trying to hide. Thankfully, we</p>

found two websites who preserved his Twitter and Facebook posts and exposed his predatory tendencies. With God's grace we will expose and hopefully prevent the freak's shakedown (with the complicity of the BCHRT) and victimization of these poor women.

Dear British Columbians,

I am writing this open letter to warn you the BC government and its so-called Human Rights Commission is undermining your democratic freedoms that have served you well for so many years. Our government has historically allowed us the freedom to speak our mind, the freedom to pursue the truth to the best of our ability, and we were free to live according to our consciences without state coercion and discrimination. Today, thanks to the radical homosexual and transgender lobby, our freedoms are precarious and British Columbians are sadly accepting state-imposed perversion and the loss of our freedoms as the norm.

Two cases currently before the British Columbia Human Rights Tribunal aptly articulates this unfortunate, lawless, and disturbing reality.

During the 2017 BC provincial election, Mr. Ronan Oger ran for the NDP in the Vancouver-False Creek riding. Mr. Oger is a transvestite activist with a long and highly public record of wanting to silence the opinions of those who do not subscribe to his flawed gender ideology. Mr. Oger is also on public record for advocating for the removal of children from homes where the parents disagree with their children being indoctrinated to embrace LGBT falsehoods and getting their little bodies pumped up with fake hormones and so-called sex-change surgery to look like the gender they are not. Many parents correctly understand this quack medicine has lifelong consequences and children left uncorrupted by LGBT activist "experts" can usually overcome gender confusion.

A brief google of Mr. Oger will inform a literate person that a conservative guy like Bill Whatcott who does not subscribe to the political agenda of Mr. Oger and the NDP, and who values freedom of speech, religious liberty, and robust parental rights should be deeply concerned about the prospect of Mr. Oger attaining political power as an MLA. Hence, Mr. Whatcott delivered 1500 flyers in the Vancouver-False Creek riding correctly gendering Ronan as a male and he informed voters Ronan is a man in women's clothing and let voters know God did not want them to vote for him.

Historically, Canadians could have confidence that non-violently distributing flyers during an election, criticizing a political candidate for whatever reason, would be an activity the state would never interfere with or punish.

Today, Canadians have to face the somber reality that a taxpaying citizen is going on trial December 11-14th, 2018, before the BCHRT Kangaroo Tribunal for distributing flyers opposing the NDP's gender ideology and their transvestite political candidate. In addition to crushing legal bills (some leftist tyrants in academia have observed the legal process itself is punishment and they like it that way), Bill fully expects to be fined tens of thousands of dollars in this process and eventually jailed, as he will never comply with an order demanding he compensate Mr. Oger for anything. Nor, will Bill ever go silent in his belief (grounded in reality), that Mr. Oger and other cross-dressing transvestite activists (so-called transwomen) are biological males with undesirable political agendas.

Bill is fully prepared to go to jail again (indeed he already lost his nursing career 15 years ago, his bus driving job this year, and most of his physical assets - meaning Ronan and the BCHRT will be out of luck when shake down time comes), and he can do just fine. Bill already knows the Canadian courts, media, most of the government, and perhaps even the majority of Vancouverites hate him and are quite happy to see him go homeless and rot in jail. But with Christ at Bill's side, even in this state he remains both free and rich in all that matters.

Bill notes Canadians who are more "mainstream" than he are now getting harmed by this false, sick, and twisted gender ideology. The tyrannical BCHRT is now imposing this fake and perverted falsehood on people who are politically uninvolved and who wish to be left alone, and not have something harmful and even potentially dangerous forced upon them.

A man who calls himself a "transwoman," whose social media revealed he has a sexual interest in menstruation and underage girls, (and can only be identified as "JY") has hunted down 19 different women who work as estheticians and demanded they do a Brazilian wax job on his groin area. Three estheticians actually agreed to give JY a wax job. However, JY contacted 16 other estheticians and after letting the women know he is a "woman with a penis," demanded they do a wax job on his groin. JY reported the women to the BCHRT when they told him they only work on women and refused to do a wax job on his groin.

Date (YYYY MM DD) **	What Happened? **
	<p>While the BCHRT pretends to be neutral in reality they are not. The lead adjudicator in Bill's case, Devyn Cousineau, is a financial donor to so-called transgender rights organizations and is an outspoken left-wing activist.</p> <p>In the case of the 16 estheticians, if the BCHRT were neutral they would care as much about the women receiving proper legal representation as they care about JY's legal representation. In addition to providing JY with anonymity while he preys on vulnerable women, the BCHRT is providing his legal representation free of charge. The Justice Centre for Constitutional Freedoms (JCCF) has requested the BCHRT notify the women they are willing to give them pro-bono legal representation. John Carpay, the head of the JCCF, wrote in the Post Millennial on November 6th, "the Tribunal has thus far refused to inform these 14 women (it was 16 women; one settled and paid JY \$2,500) that they can obtain legal representation from the Justice Centre without charge." The only reason the BCHRT would refuse to let the women know the JCCF is willing to represent them is they want the women to be unrepresented, isolated, and therefore pressured to settle or lose at the Tribunal stage. Fighting human rights complaints is not cheap. Paying for legal counsel to fight a complaint to the Tribunal can easily cost \$30,000, or more. Many estheticians in British Columbia only make \$30,000 a year.</p> <p>Is this the kind of British Columbia you want? It is wrong that outspoken conservative Christians like Bill Whatcott are prosecuted and have their livelihoods destroyed for refusing to drink the politically correct Kool-Aid that demands we call biological men women. Along with the usual abuse, Bill often gets the argument "what harm is there in calling someone by their preferred pronoun?" Well, the evidence is mounting of lots of harm. From physical and sexual assaults in Canadian women's shelters and correctional centres when so-called "transwomen" are allowed to inhabit them, we now have 16 women being prosecuted for declining to handle a transvestite's penis. Many of these women are vulnerable and work from home. The BCHRT is aware of this predator's social media history and his posts about wanting to "bond with" little girls when they are menstruating in the bathroom and his fantasies of "helping" them by inserting tampons into their vaginas. While the esthetician's identities are not protected, this sicko and his social media history is protected by a BCHRT publication ban!</p> <p>Psychologically and spiritually, Canadians are a neutered lot. However, with repentance and a little courage and conviction, it is possible to overthrow the cultural Marxism that is robbing us of our freedom and humanity. I believe the answer begins with turning back to the God who created us. Jesus prayed for His followers: "Sanctify them by Your truth. Your word is truth." John 17:17. The truth is clearly articulated in God's Word: He created us in His image and He created us in two sexes. "God created man in His own image; in the image of God He created him; male and female He created them," Genesis 1:28. We need to get to know our God and turn back to Him once again, so we can clearly discern what is true and then find the courage and conviction to stand for what is true.</p> <p>To stand for what is true is to stand publicly, even when the government, media, your employer, or someone else tells you, you are not allowed to speak the truth. There may be a cost, but the very survival of our democratic freedoms requires men and women to find the courage to stand publicly when tyrants try to silence the truth. With the BCHRT trying to silence election discourse regarding a transvestite political candidate's suitability to hold office, and the prosecution of 16 women who do not want to be forced to work on a transvestite's genital area, we are at that time now.</p> <p>Bill might be fined and put in jail very soon for saying what is true. If you choose to remain silent, there might come a time, sooner than you wish, where you too will be targeted. And by then it might be too late to speak.</p> <p>In Christ's Service Bill Whatcott, Director, Canada MassResistance</p> <p>If you care about the erosion of freedom that is occurring in Canada, if you want to stand against state enforced gender confusion in our schools and LGBT bullying in the public square, contact Bill Whatcott: Ph: 780-686-1797, E-mail: billwhatcott@gmail.com, website: http://www.freenorthamerica.ca, Gab (free speech alternative to Facebook and Twitter censorship): https://gab.ai/BillWhatcott</p> <p>To demand the BCHRT be defunded, contact Premier John Horgan: Ph: 250-387-1715, e-mail: premier@gov.bc.ca</p> <p>"If the Son sets you free, you will be free indeed." John 8:36"</p> <p>-----</p>

Date (YYYY MM DD) **	What Happened? **
	End of flyer

2. What is the adverse impact on you? **

Immense injury to dignity and self respect. Mr. Whatcott incited hatred towards myself for an alleged and reported by Mr Whatcott, 60 minutes outside of the BC Human Human Rights Tribunal in Vancouver, BC.

Mr. Whatcott clearly intended to injure and, regardless of his intent, did injure the my privacy, dignity, and economic interests by calling attention to my sex and gender identity in a hateful manner.

3. How was each ground of discrimination a factor in the adverse impact? **

Section 7(1)(a) prohibits publications which indicate discrimination or an intention to discriminate. The role that this provision plays within the Code’s scheme of promoting equality can be best understood by placing it in historical context.

The prohibition against discriminatory publications has been in BC’s human rights legislation since 1961. In its original form, it was modelled on Ontario’s Racial Discrimination Act and was intended to “combat the once prevalent ‘whites only’ signs that were prominently displayed in shop windows, on beaches and in other places of public resort”: John D. McAlpine, Report Arising Out of the Activities of the Klu Klux Klan in British Columbia, presented to the Honourable J.H. Heinrich, Minister of Labour for the Province of British Columbia (Vancouver: 1981) at p. 58; Luke McNamara, “Negotiating the Contours of Unlawful Hate Speech: Regulation under Provincial Human Rights Laws in Canada”, 38 UBC L. Rev. 1 (2005) [McNamara] at p. 8; Public Accommodations Practices Act, SBC 1961 c. 20. When the province enacted its first consolidated piece of human rights legislation eight years later, it included a provision which prohibited the publication or display of any representation indicating discrimination or an intention to discriminate based on protected characteristics: Human Rights Act, SBC 1969 c. 10, s. 10. The provision expressly stated that it was not intended to interfere with freedom of expression: s. 10(2).

Section 7(1)(a) focuses on the connection between an impugned publication and a real-world effect, even if that effect was only intended and not actually achieved. Its scope is limited to communications that disclose an intention to generate some real-world, discriminatory effect, beyond merely being offensive.

Mr. Whatcott’s Flyer is far removed from the values of free expression.

The Flyer in my perspective aims to harass a group of already marginalized persons from receiving gender-affirming care.

The Flyer invokes stereotypes and indicates “a willingness to judge individuals” based on those stereotypes: *Kempling v. British Columbia College of Teachers*, 2005 BCCA 327 [Kempling] at para. 35.

The distributed flyer ignores the inherent dignity of myself [the individual] and, as such, “is not representative of the core values underlying s. 2(b)”: *Kempling* at para. 77.

Mr. Whatcott’s is seeking, as he did in *Oger*, to disinvest myself of all human rights power because I am a transgender woman. This speech outside of the BC Human Rights Tribunal (and UBC) and the flyer does not enrich Canada’s democracy – it undermines it.

The expression contained in the Flyer is intended to denigrate and humiliate me based on my gender identity.

While I haven't seen the flyer in its full paper printed form, and only have seen it from seeing it distributed in Mr. Whatcott's Facebook live recorded by someone stating they are "Darcy", along with the text and images of the flyer on his website at <http://www.freenorthamerica.ca/viewtopic.php?f=16&t=10738>, based on Mr. Whatcott's past flyers, as Mr. Whatcott would interpret it that it most likely contributes to a valuable and ongoing public debate about the morality, and indeed reality, of being transgender.

However, as the Tribunal has stated "The question of whether transgender people exist and are entitled to dignity in this province is as valuable to ongoing public debate as whether one race is superior to another. "

I also reference [142] and [143]

"Section 7(1)(b) of the Code is the provision which prohibits hate speech. The pressing and substantial objective of eradicating hate speech has long been recognized in the law: e.g. Keegstra, Taylor, Ross, Whatcott. The Supreme Court of Canada describes the objective, within a human rights framework, as follows: Hate speech is, at its core, an effort to marginalize individuals based on their membership in a group. Using expression that exposes the group to hatred, hate speech seeks to delegitimize group members in the eyes of the majority, reducing their social standing and acceptance within society. When people are vilified as blameworthy or undeserving, it is easier to justify discriminatory treatment. The objective of [the equivalent provision in Saskatchewan's human rights legislation] may be understood as reducing the harmful effects and social costs of discrimination by tackling certain causes of discriminatory activity. Whatcott at para. 71 (emphasis added)"

"Hate speech creates two types of harm: individual and societal. At an individual level, hate speech humiliates and degrades its targets, with negative psychological and social consequences. At the societal level, hate speech can increase discord and affect "a subtle and unconscious alteration of views concerning the inferiority of the targeted group": Whatcott at para. 73. Hate speech can desensitize society to claims that its target group is "inferior, subhuman, or lawless". In doing so, it lays the ground work for discrimination, marginalization and violence against that group: Whatcott at para. 74; see also Keegstra at para. 62"

STEP 4: PART A – TIME LIMIT TO FILE COMPLAINT

To file your complaint on time, you must file it within one year of each Respondent's conduct (acts or omissions). If only some of the conduct happened in the last one year, your complaint may be filed in time if all of that Respondent's conduct is related or similar and close enough in time.

Answer the questions in **STEP 4: Part A** to show whether your complaint is filed in time. If some or all of the complaint may be filed late, you will also complete **STEP 4: Part B**.

1. Did all the conduct you say is discrimination happen in the last one year?

Yes No

STEP 5: OTHER RELATED PROCEEDINGS

The Tribunal may defer your complaint (put your complaint on hold) until another proceeding capable of dealing with your human rights complaint, such as a grievance, has been completed. If your complaint is deferred, the Tribunal will take no further steps until the deferral ends.

Is there another proceeding? **

Yes No

STEP 6: REMEDIES

1. List the type of remedies you want:**

Injury to dignity and self respect by the way of anti-transgender publication in the amount of \$35,000 that matches the amount for the same conduct during Oger v. Whatcott (No. 7) 2019 BCHRT 58. The conduct is no different. Same individual, same type of hateful conduct against a person gender identity inciting hatred.

I did not attend this hearing on December 12th, I found out about him handing out flyers with my picture on it as I had friends who attended that hearing and I also saw his videos on Facebook Live and saw the text of the flyer, along with the pictures attached to it, on his website FreeNorthAmerica.ca

This award is justified due to the amount of people the hatred spread to, both on the Internet AND in person and the intentional damage that occurred and given the repeated, hateful conduct from this person that has resulted in decisions against his favor, in regards to the publication of hateful material which incites hatred.

2. List any other person or organization affected by these remedies:

STEP 7: SETTLEMENT MEETING

The Tribunal can provide a mediator to resolve the complaint informally and voluntarily. This is called a "**settlement meeting**". This is a free service. What is said during the settlement meeting is confidential and cannot be used against either party later.

Do you want to participate in a settlement meeting? **

Yes No

STEP 8: COMPLETE THE COMPLAINT FORM

After you have filled out the complaint form:

- check the box to confirm that the information is true and accurate
- keep a copy of your complaint form and your documents
- send your complaint form to the Tribunal

Check the following for:

I confirm that the information in this complaint form is true and accurate to the best of my knowledge and belief. **

WHAT HAPPENS NEXT?

After the Tribunal has reviewed your complaint, it will tell you one of the following:

- your complaint form is complete, the Tribunal will accept it for filing, and a copy will be sent to the Respondent(s)
- your complaint form is incomplete and the Tribunal will ask you for further information by a certain date
- your complaint is deferred pending the outcome of other proceedings
- your complaint cannot be accepted for filing because:
 - your complaint is not covered by the *BC Human Rights Code* (it may be covered by the *Canadian Human Rights Act*)
 - your complaint does not set out enough information to support a complaint of discrimination under the *BC Human Rights Code*
 - your complaint was filed late and the Tribunal has decided not to accept it.