

# Individual Complaint

## Step 1 – Parties



British Columbia  
Human Rights  
Tribunal

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Tribunal stamp

### Step 1 Party information

#### Part A Complainant contact information

##### 1. Who experienced discrimination [Complainant]?

**Note:** If a group or class experienced discrimination, use a Form 1.3 instead.

Legal name – First name:

Amy

Legal name – Last name:

Hamm

Preferred name: (example: traditional name, nickname, alias)

Use my preferred name:

- ☐ When talking to me  
☐ When writing to me  
☐ In decisions in addition to my legal name

Title:

☐ Mr. ☒ Ms. ☐ Mx.

☐ Not listed above: \_\_\_\_\_

Pronoun:

☐ she/ ☐ he/ ☐ they/

☐ Not listed above: N/A

##### 2. Who will communicate with the Tribunal about this complaint?

Check only one:

- ☐ The Complainant  
☒ A lawyer  
☐ A legal advocate (example: a person who works for a law clinic)  
☐ Another person – must file a Form 1.2 with this complaint

# Individual Complaint

## Step 1 – Parties

### Complainant contact information continued

Name of person who will communicate with the Tribunal, if different from the Complainant

First name:

Lisa

Last name:

Bildy

Preferred name: (example: traditional name, nickname, alias)

Organization name, if applicable: (example: law firm)

Libertas Law

Title:

☐ Mr. ☒ Ms. ☐ Mx.

☐ Not listed above: \_\_\_\_\_

Pronoun:

☐ she/ ☐ he/ ☐ they/

☐ Not listed above: N/A

### 3. Complainant's address for delivery

You must provide:

- a) an address where all parties can send you documents. Give the address of the person who will communicate with the Tribunal,
- b) an email address, if possible. The Tribunal and parties usually communicate by email.

If you have contact information that you want to keep confidential, do not put it on this form. Provide it by email, mail, fax, or in person.

**You must notify the Tribunal of any change to the address for delivery.** A document sent to an address below is considered received by the complainant.

Email:

Mailing address:

City:

Province:

Postal code:

Telephone:

Fax:

Cell:

### Step 1, Part B Respondent contact information

#### Information about Respondents:

The Respondent is the organization or person you say discriminated against you.

Usually, there is only **one** Respondent.

Usually, the only Respondent is an **organization** such as:

- A company or business that employed you, in a complaint about employment.
- A landlord, in a complaint about a tenancy.
- A government body or business, in a complaint about services.
- A union, in a complaint about union membership.

Organizations are usually responsible for their employees' conduct.

Only name another respondent if they are responsible for the same discrimination that this complaint is about.

Only name a person as a respondent if:

- the person discriminated against you, and
- you have a reason to seek a remedy against them. For example:
  - no one else is responsible for the discrimination,
  - no one else can provide the remedy, or
  - the person's conduct deserves a remedy

Give the correct legal name. Read about [how to find the correct legal name](#) under [Naming a Respondent](#) at [bchrt.bc.ca](http://bchrt.bc.ca).

#### Information about Respondent's address

Email is fastest. If possible, give an email address where we can send your complaint. Choose someone that you think has authority to respond to your complaint. For example, the owner, executive director, or someone in the human resources or legal department.

# Individual Complaint

## Step 1 – Parties

### Step 1, Part B Respondent contact information

Check here to confirm you want to name an organization as Respondent #1.

☒ Yes, I want to name the organization that discriminated against me.

**Name of Respondent #1** [If naming an employer, give the name and address from a paystub, T4, or employment contract.]: **Vancouver Coastal Health (Richmond Hospital)**

**Relationship to you:** (example: your employer, landlord, service provider)

**Former employer**

Email is fastest. If possible, give an email address where we can send your complaint. Choose someone that you think has authority to respond to your complaint. For example, the owner, executive director, or someone in the human resources or legal department.

Email:

Mailing address:

City:

Province:

Postal code:

Telephone:

Fax:

Cell:

**Name of Respondent #2 (if applicable):**

**Relationship to you:** (example: your manager, building caretaker, government employee)

Email:

Mailing address:

City:

Province:

Postal code:

Telephone:

Fax:

Cell:

# Individual Complaint

## Step 2 – Area and Grounds of Discrimination

### Step 2, Part A Area of discrimination

**Information:** The Human Rights Code protects people in the following “areas”.

Check any area that applies to your complaint:

Information about the areas:

<input checked="" type="checkbox"/> <b>Employment</b> If your complaint is about employment, check if it is about: <input checked="" type="checkbox"/> A job <input type="checkbox"/> A job ad <input type="checkbox"/> Lower rate of pay based on sex for similar work	Employment means work for an employer who controls the work and pay. It can include work as a volunteer, intern, or “independent contractor”.  Applies when you: <ul style="list-style-type: none"> <li>• Apply for a job</li> <li>• Are working as an employee</li> <li>• Get fired</li> </ul>
<input type="checkbox"/> <b>Services</b>	Applies when you want a service. For example, you go out to eat or shop. You go to school. You apply for a government benefit. You own a strata unit.
<input type="checkbox"/> <b>Tenancy</b>	Applies to renting a space, including most co-op housing. Applies when you: <ul style="list-style-type: none"> <li>• Try to rent a space</li> <li>• Are renting a space</li> <li>• Get evicted</li> </ul>
<input type="checkbox"/> <b>Purchase of property</b>	Applies when you want to buy a house, condo, other unit, or land.
<input type="checkbox"/> <b>Publication</b>	Covers flyers, articles, notices, signs, and symbols. Applies when someone aims to discriminate. <b>Example:</b> A “whites only” sign Applies to a publication that is likely to expose a person or group to hatred. <b>Example:</b> An article that says a protected group is disgusting and immoral
<input type="checkbox"/> <b>Membership in a union, employer’s organization, or occupational association</b>	Applies when: <ul style="list-style-type: none"> <li>• You want to join a union or get licensed to work by a regulator</li> <li>• You get suspended or expelled</li> <li>• You are a member</li> </ul>

# Individual Complaint

## Step 2 – Area and Grounds of Discrimination

### Step 2, Part B Grounds of discrimination

**Information:** The Human Rights Code protects you based on the characteristics or “grounds” below. The Code protects you if you have the characteristic. The Code also protects you if you don’t have the characteristic, but someone thinks you do. Discrimination is conduct that harms you based on one or more characteristics.

**Example of multiple “grounds”:** A service provider treats a First Nations woman badly. She selects the grounds Indigenous identity and sex.

**Check only the grounds that apply to this complaint. Give details for each ground you check.**

**Examples:** Disability – I have a learning disability. Disability – Respondent thinks I have a heart condition. Age – I am 67. Indigenous identity – I am Métis.

<input type="checkbox"/> Indigenous identity, details: _____	You are First Nations, Inuit, or Métis.
<input type="checkbox"/> Race, details: _____	<b>Example:</b> South Asian or Black.
<input type="checkbox"/> Colour, details: _____	Skin colour. <b>Example:</b> Black, “dark-skinned”, “light-skinned”.
<input type="checkbox"/> Ancestry, details: _____	Where your ancestors come from. <b>Example:</b> Your father is Korean.
<input type="checkbox"/> Place of origin, details: _____	Where you come from. <b>Example:</b> Born in China.
<input type="checkbox"/> Physical disability <input type="checkbox"/> Mental disability (you can select both) details: _____	Conditions that affect or are seen as affecting your abilities.  <b>Examples:</b> Addiction, amputation, asthma, bipolar disorder, cancer, depression, dementia, epilepsy, obesity, learning disorders, developmental disabilities, impairments to hearing, speech, vision, or mobility.
<input type="checkbox"/> Sex, details: _____	Includes being male, female, intersex, Two Spirit, or transgender.  Includes pregnancy, breast-feeding, and sexual harassment.
<input type="checkbox"/> Gender identity or expression, details: _____	Gender identity is a person’s sense of their gender, including man, woman, transgender, or non-binary.  Gender expression is how a person presents their gender. It includes how a person acts and appears.  Gender identity or expression can include a person’s name or pronoun such as he, she, or they.

# Individual Complaint

## Step 2 – Area and Grounds of Discrimination

<input type="checkbox"/> Sexual orientation, details: _____ 	Includes being heterosexual, gay, lesbian, bisexual, pansexual, or queer.
<input type="checkbox"/> Age (19 or over), details: _____ 	Does not apply: <ul style="list-style-type: none"> <li>• To purchase of property</li> <li>• If legislation allows an age distinction</li> </ul>
<input type="checkbox"/> Family status: _____ 	Includes: <ul style="list-style-type: none"> <li>• Family size</li> <li>• Family type (<b>example:</b> single parent family)</li> <li>• Family care responsibilities</li> <li>• Who is in your family (<b>example:</b> someone fires you because of who your father is)</li> </ul> Does not apply to purchase of property.
<input type="checkbox"/> Marital status: _____ 	Includes: <ul style="list-style-type: none"> <li>• Married, single, widowed, divorced, common-law</li> <li>• Who your spouse is (<b>example:</b> someone fires you because they fired your spouse)</li> </ul>
<input type="checkbox"/> Religion: _____ 	Includes: <ul style="list-style-type: none"> <li>• Practicing a faith</li> <li>• Religious beliefs</li> <li>• Not having certain religious beliefs or any religious beliefs at all</li> </ul>
<input checked="" type="checkbox"/> Political belief: <u>Gender-critical, sex realist who advocates for women's rights via legislative changes</u>	Applies only to employment and membership in a union, employer's organization, or occupational association. Includes: <ul style="list-style-type: none"> <li>• Supporting a political party</li> <li>• Advocating for change to laws</li> <li>• Beliefs about how to govern a nation</li> </ul>
<input type="checkbox"/> Criminal conviction: _____ 	Applies only to employment and membership in a union, employer's organization, or occupational association. Includes: <ul style="list-style-type: none"> <li>• Charged with a crime</li> <li>• Convicted of an offence</li> </ul>
<input type="checkbox"/> Lawful source of income: _____ 	Applies only to tenancy. <b>Example:</b> A landlord won't rent to you because you receive government benefits.

# Individual Complaint

## Step 3 – Details of Discrimination

### Step 3 Details of the discrimination

To show possible discrimination under the Human Rights Code, you must show:

- The Respondent harmed you in the “area” you selected, such as employment. The legal term is “adverse effect” regarding the area.
- The harm is based on the “ground(s)” you selected. The legal term is that the grounds “are a factor in” or are “connected to” the harm.

Answer these questions. Then give details for each Respondent.

**1. Describe the harm you experienced in a few words. Examples:** My landlord evicted me based on my race. My co-worker said things that made work very uncomfortable for me.

Give a short answer. Use the space on the form. Your short answer helps us understand the details you give below.

Employer (VCH) conducted lengthy investigation & then terminated applicant's employment because of her political beliefs expressed outside of work. This caused extreme stress, anxiety, injury to dignity & self-respect, loss of income, reduced pension, impact to future career prospects & other damages.

**2. Explain how the harm relates to the grounds you checked in Step 2, Part B above. Examples:**

- The words my co-worker used are slurs about Black men.
- Security only followed me around the store, not the other people who were not First Nations.
- The Respondent fired me one week after they learned I was pregnant.
- A white male colleague got the promotion. I am at least as qualified. I am an Asian woman.
- My employer said I have to work Saturdays. My religion does not allow me to work Saturdays.
- My employer disciplined me for shouting at someone. My disability caused me to shout.
- This organization refused to provide an interpreter which I need because I am Deaf.

Consider getting help if you are not sure. See [Who Can Help?](#) on the Tribunal website.

VCH terminated employment because of political activism in the area of women's sex-based rights outside of work. Applicant recognizes females as a distinct sex class and advocates for Charter rights and changes to legislation that infringes upon sex-based rights. VCH falsely accused the Applicant of breaching the Respectful Workplace Policy, while failing to take reasonable action against activist employees who organized an online campaign to have the Applicant fired -- an activity that actually did violate said Policy. VCH apparently shares the political views of these activist employees, creating a double standard where radical far-left employees can freely and aggressively share their political views outside (or inside) work, but conservative and/or gender-critical employees face discipline including termination. This created a hostile/poisonous workplace for those with heterodox views, including the Applicant.



# Individual Complaint

## Step 3 – Details of Discrimination

If you need more space, use extra sheets (maximum 5 pages total for Step 3). Mark them “Step 3”.

### Respondent #1: Vancouver Coastal Health

Describe what this Respondent did that harmed you.

- Be specific.

**Example:** If someone harassed you, write out the words they used.

- Conduct can be what someone did or didn't do. The legal term is “acts or omissions”.

If you don't know the exact date, give an approximate date. **Examples:** 2020 02 23 or 2020 02

**Conduct:**

**Dates: YYYY MM DD**

1. VCH advised the Applicant that a "Respectful Workplace" complaint was being referred to an external investigator.

2024-05-06

2. VCH advised the Applicant that the investigation was related, at least in part, to her public commentary on gender ideology.

2024-05-14

3. A public campaign was commenced on Instagram by various VCH employees who were part of a group called "Care Not Cops". The group identified the Applicant's specific workplace, tagged her union, & asked people to contact union executives to ask why they support the Applicant. The post implied that the union was complicit in "transphobia" by representing the Applicant.

2024-05-16

4. The following day, the same group started a campaign targeting VCH and calling for the Applicant to be terminated. VCH's CEO and other executives were tagged, with encouragement to the public to contact them to complain. The Care Not Cops group posted the Whistleblower Hotline for VCH and invited the public to call in complaints there too. At least 5 members of the group were VCH employees, most of whom have made politically controversial and extreme statements while identifying as employees of VCH (something the Applicant had not done, which demonstrated a political double standard).

2024-05-17

5. Instead of taking action against those employees who were violating the Respectful Workplace Policy by referring to other staff (namely the Applicant) in a disparaging manner, VCH placed the Applicant on suspension pending investigation. .... Cont'd

2024-05-21

If you need more space, use extra sheets (maximum 5 pages total for Step 3). Mark them “Step 3, Respondent #1”.

**Step #3, Respondent 1, Cont'd from page 9**

<p>6. The Applicant advised VCH, in written correspondence from her lawyer, that the suspension from work and the protracted investigation relating to her political beliefs were causing immense stress and anxiety. VCH did not respond.</p>	<p>2024-05-28</p>
<p>7. In this correspondence, the Applicant's political beliefs about gender ideology, which she expressed in her off-duty time without reference to her place of employment, were explained to VCH:</p> <ul style="list-style-type: none"><li>a) gender identity ideology has a harmful impact on women, children, as well as on gays and lesbians;</li><li>b) children are actively being taught that if they do not fit sex stereotypes (e.g. "tomboy" girls or effeminate boys), they may have been born in the "wrong body";</li><li>c) such children (who are frequently gay or autistic) may be put on an irreversible path of puberty blockers, cross-sex hormones, and ultimately risky surgeries;</li><li>d) males, as a sex class, are on average physically stronger and more violent than women, and that some males, self-identifying as women (often fully intact and heterosexual), with none of the historical gate-keeping in place since "gender identity" achieved protected status, can and do abuse this statutory protection of gender identity to enter women's sex-segregated spaces, including prisons, rape shelters, changerooms and sporting competitions;</li><li>e) there is an inherent conflict between sex and gender identity with real-world impacts, particularly due to this unconstrained ability to "self-identify", which must be resolved or clarified legislatively following robust discussion, debate and lobbying;</li><li>f) radical activists have been pushing gender identity ideology into most of our institutions over the last decade, using false or misleading moral claims of "harm", and shaming, punishing or driving out those who oppose;</li><li>g) she could not, in good conscience, stand by and watch this happen without speaking up.</li></ul>	

8. With this letter, the Applicant filed a complaint against the 5 Care Not Cops employees. To her knowledge, this was not investigated fully, nor were any of these employees put on leave or disciplined in any manner. The posts were never taken down, nor were they apparently requested to be removed by VCH.	
9. VCH persisted with its investigation of the Applicant. The external investigator was extremely hostile to the Applicant, cross-examining her over her political views on gender. He did not present as a neutral investigator simply gathering facts. These “struggle sessions” caused the Applicant severe anxiety and mental distress.	2024-06-05
10. A few days later, the Applicant was advised that a threat to the Applicant’s life and safety was called into her unit at the hospital over the weekend. This was clearly instigated by the Care Not Cops post identifying the Applicant’s unit and encouraging public activism against her.	2024-06-07
11. The Applicant, through counsel, sent another letter to VCH advising of this threat and the fact that the Care not Cops posts were still up, and notifying them about a further group of VCH employees she had discovered were involved in the group (now totalling 15), which she asked to add to her complaint. No response was received.	2024-06-25
12. The Applicant, through counsel, sent another letter to VCH, reminding her employer that the Collective Agreement required investigations to be complete within 60 days. At this point, she had been suspended from work for 4 months, with no end in sight and with the psychological impact mounting. She pointed out the double standards and management abuse she was receiving for her gender critical political beliefs. She received no response.	2024-09-09
13. Nearly a year later, the Applicant was called into a meeting with VCH. She was terminated from her employment, for cause, largely due to her political views, which VCH framed as causing “harm to individuals” and having the “potential to cause harm to the reputation of VCH”.	2025-03-27
<p><u>Note:</u> Gender critical beliefs, like those held by the Applicant, have been found by courts in the United Kingdom to be protected beliefs under their <i>Equality Act</i>. To date, there have been no similar cases in Canada to determine whether gender critical beliefs constitute political beliefs warranting protection against discrimination. [See <i>Forstater v. CGD Europe &amp; Ors (RELIGION AND BELIEF DISCRIMINATION)</i> ukeat 0105_20_1006 (10 June 2021).]</p>	

## Individual Complaint

### Step 3 – Details of Discrimination

**Respondent #2:** \_\_\_\_\_

**Describe what this Respondent did that harmed you.**

- Be specific.  
**Example:** If someone harassed you, write out the words they used.
- Conduct can be what someone did or didn't do. The legal term is "acts or omissions".
- If you don't know the exact date, give an approximate date. **Examples:** 2020 02 23 or 2020 02

[illegible]

If you need more space, use extra sheets (maximum 5 pages total for Step 3). Mark them “Step 3, Respondent #2”.

# Individual Complaint

## Step 4 – Time Limit

### Step 4, Part A Is the complaint filed in time?

There is a 1-year time limit for filing a complaint. Answer these questions:

#### 1. What is the date of the most recent conduct that you listed as discrimination?

Respondent #1: 2025/03/27 Respondent #2: \_\_\_\_\_  
(yyyy mm dd) (yyyy mm dd)

#### 2. Did the most recent conduct happen in the last year?

Respondent #1: ☒ yes ☐ no Respondent #2 ☐ yes ☐ no

#### 3. Did all of the conduct happen in the last year?

- ☐ yes – go to Step 5. You filed your complaint in time.  
☒ no – continue in Step 4.

#### 4. Is all of the conduct related or similar?

**Information:** You must file a complaint within one year of the last conduct if the conduct is similar or related. The legal term is “continuing contravention”.

- ☒ yes – answer questions 5 and 6.  
☐ no – skip questions 5 and 6. Go to Step 4, Part B.

#### 5. Explain how the conduct is similar or related (a “continuing contravention”).

**Examples:**

- Each event is about a co-worker using racial slurs.
- Each event is about an employer not accommodating a disability.

The chain of events commenced in May of 2024, with the appointment of an investigator, and concluded in March of 2025 with the termination from employment. All events relate to the continuing discrimination against the Applicant for her political beliefs.

#### 6. Explain any gaps in time.

**Information:** Gaps in time might mean there is no “continuing contravention”. The Tribunal will consider reasons for gaps.

**Examples:**

- “My employer denied me three promotions. The job postings were three months apart.”
- “My manager used racial slurs. He was on leave for four months.”

The workplace investigation took almost 11 months.

If you need more space, use extra sheets (maximum 5 pages for Step 4). Mark them “Step 4”.

# Individual Complaint

## Step 4 – Time Limit

### Step 4, Part B Ask Tribunal to accept late complaint

#### Information:

- Complete this step if **any** conduct happened more than 1 year ago.
- There must be a good reason to accept the late complaint. The legal term is that it must be in the “public interest”.
- There must be no real harm to anyone because of the delay in filing. The legal term is no “substantial prejudice”.

#### 1. Reasons to accept complaint

##### Information: Reasons include:

- Why you filed late, and how late you filed,
- Why accepting the complaint would benefit the public.

##### A. Why did you file late?

###### Examples the Tribunal will consider:

- The Complainant has a disability that prevented them from filing on time.
- The Complainant faced trauma or a family or housing crisis that made it hard to file the complaint at the time of the events.
- The Complainant recently found evidence of discrimination.
- The delay is very short and there is some reason for filing late.

Attach any documents that support your reasons for filing your complaint late. Examples: doctor’s note, or letter from a counsellor.

Although the investigation into complaints against the Applicant commenced in May of 2024, it was not possible to know whether VCH would dismiss the complaints or take any disciplinary action against the Applicant until the investigation concluded. The limitation period therefore begins to run from the date of termination.

##### B. How will accepting your complaint benefit the public?

Examples: A complaint is about a situation that the Tribunal has not addressed often. A complaint seeks a remedy that would help many people.

This is not a "late complaint" since the conduct was continuing and culminated in the termination on March 27, 2025. Nonetheless, this is an important case involving a ground of discrimination that has not been adjudicated frequently (or at all) with respect to gender critical beliefs.

#### 2. Why would the delay in filing not harm anyone else?

##### Information: The delay means the time after the 1-year time limit.

- “The complaint is two months late. Documents and witnesses should still be available.”
- “The complaint is six months late. I know of no harm to the Respondents.”

The termination of the Applicant by the Respondent only occurred within the last few months.

If you need more space, use extra sheets (maximum 5 pages total for Step 4). Mark them “Step 4”.

# Individual Complaint

## Steps 5-6

### Step 5 Other proceedings

**Information:** The Tribunal can defer your complaint (put it on hold) until another proceeding is finished.

**Instructions:** Answer these questions.

**1. Do you have another proceeding about the same events?**

☒ yes – answer question 2

☐ no – go to Step 6.

**2. What kind of proceeding is it?**

**Examples:** union grievance, court case, WorkSafeBC claim.

The Applicant's union is filing a grievance over the lack of severance, however it will not deal with the question of discrimination on the grounds of political beliefs.

**3. What stage is that proceeding at?**

**Examples:** Has there been a hearing? When do you expect a decision?

The Applicant's union is preparing for a "step 2" grievance meeting with the Respondent. Timeline is unknown.

**4. Do you want the Tribunal to wait to deal with your complaint?**

☐ yes – answer question 5

☒ no – go to Step 6

**5. Explain why you want the Tribunal to wait to deal with your complaint.**

### Step 6 Remedies

Check the kinds of remedies you want and 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)

☒ Something specific (**examples:** job back, ramp): Reinstatement and a public apology

### Step 7 Mediation

#### Information:

- At a “mediation”, a trained mediator works with you and the Respondent to find a solution to your complaint. Settlement is voluntary. If you can’t agree, the process continues.
- If you settle your complaint, the process is usually much faster. If you don’t settle, there are steps you must take before a hearing where you can prove your complaint. See [Steps in the Process](#) on the Tribunal website.
- Mediation is free.
- What you and the Respondent say in mediation is confidential.
- A mediator does not act for either party.
- You can bring your representative or a support person.
- You don’t have to be in the same room as a Respondent to participate in mediation. The mediator can speak to you and the Respondent separately.
- For more information see [Settle a Complaint](#) on the Tribunal website.

The Tribunal will ask the Respondent if they want to attend a mediation. If you both agree, the Tribunal will contact you to schedule a date for the mediation.

#### Do you want to attend a mediation?

☐ yes ☒ no

### Step 8 Indigenous Peoples

Indigenous Peoples are First Nations, Métis, or Inuit.

Indigenous Navigators at the Tribunal can:

- Explain the process and options
- Discuss incorporating Indigenous protocols and ways of resolving disputes.

Check here if you are Indigenous and want an Indigenous Navigator to contact you.

☐ I confirm I am First Nations, Métis or Inuit. I want an Indigenous Navigator to contact me about the process.



### Step 9 Extra pages

#### More space for answers to questions in form

You may add up to 5 pages for Step 3 – Details and up to 5 pages for Step 4 – Time Limit.

☒ Check here if you are attaching extra pages.

Number each page you attach, write the step you are responding to, and name the Respondent that it is about.

How many extra pages are you attaching: 2

#### Evidence

**Do not file evidence now unless an exception applies.** There are 2 exceptions:

1. You can file evidence to show why you filed your complaint late. For example, a doctor's note.
2. If your complaint is about a job ad or publication, you can attach the ad or publication.

☐ Check here if you are attaching evidence. One of these exceptions must apply.

How many pages of evidence are you attaching: \_\_\_\_\_

**Keep your documents.** The Tribunal will tell you when you need to submit evidence to support your complaint.

### Step 10 Confirm information is true and accurate

Keep a copy of your complaint form.

Check the following box:

☒ The information I gave is true and accurate to the best of my knowledge and belief.