

Human Rights Complaint

Inquiry # (fill in only if you have an existing number)

For office use only

Date received

RECEIVED

Jun 19 2023

**ALBERTA HUMAN
RIGHTS COMMISSION**

Section A

Who is making this complaint?

We call you the “complainant.”

First name Laurie	Last name Hodge
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Do you have someone representing you for this complaint?

This could be an authorized representative, lawyer, or litigation guardian.

This person must fill in an additional form. See page 2 of the **guide** for details.

First name	Last name
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Section B

Who are you making this complaint about?

We call this the “respondent.” The respondent may be a person, group of people, or an organization. Their contact information is essential for the complaint process.

Use the organization’s name if you are making a complaint about your employer.

Business, organization, association, or person’s name [REDACTED] AllFiredUpForFreedom.com		
Street or mailing address unknown EMAIL Address: [REDACTED]		
Town or city Westlock	Province Alberta	Postal code
Telephone number (with area code) [REDACTED]		
If there is more than one respondent, mark this box ☐ Add names and contact information of additional respondents on an attached page.		

Section C

When and where did the possible discrimination happen?

The Commission can only accept complaints that are connected to Alberta and are received within a year of the last time you believe you were discriminated against.

To confirm that the Commission can accept your complaint, please tell us the date of the most recent event of possible discrimination and briefly describe the situation.

Date and brief description of most recent event

June 6, 2023 - circulation of flyers

Confirm the events you are making this complaint about happened in or are connected to Alberta. See page 3 of the **guide** for more details.

City, town, or place where the discrimination happened

Westlock, Alberta

Section D

Is your complaint a human rights issue under Alberta law?

The *Alberta Human Rights Act* (we call it the “*Act*” in the rest of this document) governs human rights law in Alberta. For the Commission to accept a complaint, it must fall within specific categories defined in the *Act*. If someone has treated you negatively or unfairly **and** it is based on at least one of the following areas **and** at least one of the following grounds, your issue may fall under the *Act*. See page 3 and 4 of the **guide** for detailed descriptions of the categories.

Part 1: Protected areas

The possible discrimination must have happened in one (or more) of these areas of life or work. The *Act* calls these **protected areas**. Mark the areas that apply in your complaint.

- ☐ employment practices, applications, and advertisements
- ☐ equal pay based on your gender
- ☐ goods, services, accommodation, or facilities
- ☐ membership in a trade union, employers’ organization, or occupational association
- ☐ tenancy
- ☒ statements, publications, notices

Part 2: Protected grounds

The possible discrimination must have been based on one (or more) of these grounds. The *Act* calls these **protected grounds**. Mark the grounds that apply in your complaint.

- ☐ age
- ☐ ancestry
- ☐ colour
- ☐ family status
- ☒ gender (also includes sexual harassment, pregnancy)
- ☒ gender expression
- ☒ gender identity
- ☐ marital status
- ☐ mental disability
- ☐ physical disability
- ☐ place of origin
- ☐ race
- ☐ religious beliefs
- ☒ sexual orientation
- ☐ source of income

Note: Not all negative treatment is discrimination under the *Act*. If your concern matches at least one **protected area** *and* one **protected ground**, the Commission will review your complaint for acceptance. You can find more information about protected areas and grounds on page 3 and 4 of the **guide** or on our website.

Use a separate form for particular types of complaints under Section 10 of the Act

You can also make a complaint if you believe you were retaliated against because you were involved in a human rights complaint or issue. You can also make a complaint if you believe someone made a frivolous or vexatious complaint against you.

If one of these situations applies to you, visit albertahumanrights.ab.ca/forms for a **different** form.

Section E

What happened?

Use this section to explain how someone discriminated against you because of the protected grounds you marked in Section D.

Part 1: Main points

Explain the main, high level points about your complaint here in Part 1.

Describe details and a timeline in Part 2 on the next page.

- How were you treated poorly or differently than other people?
- How does this treatment relate to the protected grounds?
- Who was involved?
- What was said or done?

Add extra pages if you need more space, up to the 20-page limit explained in the instructions.

Objectionable print material circulated on vehicle windscreens and door-to-door with statements such as "the transgender agenda is focussed on engaging children in an inappropriate and insidious manner"; the transgender agenda is part of the de-population agenda"; "your children will be rendered infertile"; "chemical castration and genital mutilation"

Part 2: What happened and who was involved

List dates and details of events based on the protected grounds you checked off in Section D. List events in the order they happened. The *Act* specifies a one-year limit. You may list events from more than one year ago, but they may not be considered as part of the complaint.

List supporting documents (if you have any) that confirm the facts or give a record of events. These might include:

- emails or texts
- medical documents or notes
- minutes of meetings
- termination letters or a Record of Employment (ROE)
- Workers' Compensation Board (WCB) documents, with case number

Add extra pages if you need more space, up to the 20-page limit explained in the instructions.

Do not send the documents, just list them here. If needed, you will have an opportunity to provide documents later in the complaint process.

Date (dd/mm/yyyy)	What happened	List supporting documents (if any)
June 6	Flyer circulated	Say NO to the rainbow crosswalk

Section F

How do you think the issue could be reasonably resolved?

You and the respondent will be expected to consider reasonable settlement offers.

See page 6 of the **guide** for more information about possible remedies and resolutions.

A retraction or acknowledgment of harm and apology.

Section G

Have you taken other actions related to this complaint?

Have you taken any other legal or formal action about this complaint (or about basically the same issues this complaint raises)? For example, have you filed a union complaint (called a grievance) or legal action in court?

If you have:

- Explain the other action you have taken.
- List documents from the other action taken, including documents that started the action, responded to it, or made a decision on it. You may attach a maximum of 10 pages about the other action. Do not count these pages as part of the 20-page limit for your complaint.

Consideration of a complaint under criminal code "Public incitement of hatred" (319(1))

Section H

Signature and checklist

To the best of my knowledge, the information in this complaint form is complete and accurate.



June 9, 2023

Complainant's signature

Date (dd/mm/yyyy)

- ☒ Please check this box to represent your signature if you are submitting this form electronically.
You must also fill in the date above.

Final check

Confirm that you have:

- ☐ filled in all sections of the form that apply to you, including your contact information
- ☐ signed, dated, and numbered any pages you added
- ☐ listed the total number of pages you are sending us here: _____
- ☐ signed the form on the Complainant's signature line above or checked the electronic submission box

Remember, the Commission may not accept the form if it is missing essential information or is not signed.

Our office use only	Date originally filed
Protected area(s) and section number(s)	Complaint #
Protected ground(s)	Human Rights Officer