



REPORT TO COUNCIL

To: **Mayor and Councillors**

Subject: **Kari Simpson, President of Culture Guard,
Complaint to BC Human Rights Tribunal –
Legal Costs**

File #: 0110.00

Doc #: 174290

From: Francis Cheung, P. Eng.
Chief Administrative Officer

Date: September 30, 2020

RECOMMENDATION:

THAT City Council receive this report for information.

PURPOSE:

The purpose of this report is to brief Council on the legal costs incurred by the City from the complainant, filed by Kari Simpson against the City and others, with the BC Human Rights Tribunal.

POLICY:

Not applicable.

COMMENTS/ANALYSIS:

Ms. Kari Simpson (complainant), President of Culture Guard, made a complaint with the BC Human Rights Tribunal against the City and others. The complaint alleged multiple protected grounds and areas of discrimination under the B.C. *Human Rights Code* (the “**Code**”), and named several respondents for the alleged discrimination.

The City retained the law firm of Norton Rose Fulbright to defend the City against the complaint. The process was lengthy and involved, beginning in July 2018 and ending in April 2020, with the Tribunal's dismissal of the complaint.

While the City was successful in defending itself against the complaint, the effort and time required by the City's solicitor to prepare and submit evidence was considerable, resulting in legal costs totalling \$62,058.05.

BUDGET IMPLICATIONS:

The City incurred a total of \$62,058.05 in legal costs in defense of the complaint of discrimination from Ms. Kari Simpson against the City and others to the BC Human Rights Tribunal under the BC *Human Rights Code*.

ALTERNATIVES:

Not applicable.

Respectfully Submitted,



Francis Cheung, P. Eng.
Chief Administrative Officer