

Appendix R:

Sample Support Letter for Trans Clients Applying for EI through the Just Cause Mechanism

Date: _____

To: Human Resources & Skill Development

Re: Application by (_____) for Employment Insurance benefits.
name of client

My (*patient/client*) is a (*transgender woman, transgender man, gender fluid person, etc.*) As a transgender person, (*he/she/they*) report experiencing severe and prolonged mistreatment in (*his/her/their*) workplace, including:
Edit details to accurately reflect client's case, providing as much specific detail as possible; the types of incidents commonly reported include:

- Breach of privacy and threat to safety through the non-consensual disclosure of transgender status by a co-worker/supervisor to others in the workplace
- Verbal harassment, including derogatory jokes and transphobic comments by other co-workers
- Deliberate and repeated use of the wrong gender pronoun by co-workers and supervisor – a practice which is considered harassment by anti-discrimination legislation in some jurisdictions
- Threats to the safety of self or loved ones by co-workers and customers
- Significant change to work duties and reduction of hours of work following disclosure or discovery of transgender status
- Sexual harassment following disclosure or discovery of transgender status
- Persistent hostility by the supervisor following disclosure or discovery of transgender status
- Pressure on the claimant to leave employment and pursue other work

I believe this meets the criteria for 'just cause' outlined in paragraph 29(c) of the Employment Insurance Act, as my (*patient/client*) had no reasonable alternative to leaving to ensure (*his/her/their*) safety and dignity.

Please feel free to contact me if you require any additional information.

Yours truly,

signature and name of provider