

## APPENDIX R:

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

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Date: \_\_\_\_\_

**To: Human Resources & Skill Development**

Re: Application by ( \_\_\_\_\_ ) for Employment Insurance benefits.  
*name of patient*

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 patient'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 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*