



British Columbia
Human Rights
Tribunal

1270 – 605 Robson Street
Vancouver BC V6B 5J3

Phone: (604) 775-2000
Toll Free: 1-888-440-8844
TTY: (604) 775-2021
FAX: (604) 775-2020
www.bchrt.bc.ca

May 31, 2022

Clea Parfitt
cparfitt@axion.net

Michael Wagner
mwagner@ropergreyell.com

Jennifer Devins
jdevins@ropergreyell.com

Dear Parties:

Re: **Glynnis Kirchmeier and Glynnis Kirchmeier obo others v. University of British Columbia**
(Case Number: CS-001093 / 14965)

Thank you for your letters concerning revised date for a five-week hearing of this complaint. I acknowledge the complainant's concern that five weeks will be insufficient.

The parties agree, as do I, that my decision in *Hale* may impact the evidence and argument presented in this complaint. It is preferable for the parties to have that decision before the hearing, and sufficiently in advance to allow appropriate hearing preparation. I will prioritize my decision writing to ensure this is done. I also consider that it is preferable to have hearing dates as close together as possible, rather than spread over months.

Accordingly, I am scheduling the hearing for the following weeks:

- January 16
- January 23
- February 13
- February 20
- February 27

I support Ms. Parfitt's proposed approach to witnesses, which I understand to entail some evidence (for example, establishing a chronology and submitting certain documents) coming in by affidavit, and limiting the direct evidence of the complainant's witnesses to describe "effect

and impact” instead. This hybrid approach will help the parties streamline the evidence that must come in through oral testimony of a witness and will ensure the hearing can complete within five weeks.

I encourage the parties to work directly with each other to develop their plans for how they will each complete their evidence within 2.5 weeks. The Tribunal will set up a case conference by no later than November to ensure the parties are ready. If issues arise that require attention sooner, please bring them forward to the case manager.

Finally, I set the following deadlines for the parties’ witness lists and remedy documents:

- **June 30:** Complainant’s witness list, remedy sought, and documents related to remedy
- **August 15:** Respondent’s witness list, response to remedy, and documents relevant to remedy

Devyn Cousineau
Tribunal Member