



## Stephen Hoffman

**From:** IRRC  
**Sent:** Friday, May 6, 2022 3:54 PM  
**To:** Corinne Brandt; Leslie Johnson; Fiona Cormack  
**Cc:** Stephen Hoffman  
**Subject:** FW: IRRC 3339 Protected classes by PHRC

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**From:** mjansen@1791.com <mjansen@1791.com>  
**Sent:** Friday, May 6, 2022 3:21 PM  
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**Subject:** IRRC 3339 Protected classes by PHRC

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### IRRC 3339 Protected classes by PHRC

#### For Sex definitions

Many of these definitions are vague and subjective and very much open to interpretation making it impossible to understand what could possibly count as discrimination.

**sex assigned at birth** - this is very controversial description / concept on which there is no scientific/medical consensus

**gender identity** - based on what consensus someone can legitimately identify differently?

This used to be the .3% or less population (across multiple cultures/countries) with true, organic gender dysphoria that the majority resolved in children once they went through puberty for whom there was clinical evidence of consistent, persistent belief in an other-than-genetic/hormonal gender identity.

Today what does this mean? What anyone says they are on a given day? What non-organic-gender-dysphoric children get persuaded into believing or might mistakenly believe about themselves during stressful times of life/development when they naturally struggle to understand sex, growing up, relationships, dealing with painful changes? (gay boys, teenage girls and autistic kids being highly disproportionately effected by this)

Sexual fetishes that are now getting lumped into gender identity by activists groups like LGBTQ ?

Does it include a lot of philosophical/exploratory so-called attractions again being pushed by activists some of which just want to disrupt traditional definitions?

**gender expression** - very subjective and ill defined

**affectional orientation** - see above on so-called attractions .... so so vague that its difficult to believe someone could even think this would be passable as legal definition - there is no scientific or social or judicial definition of this at all

**differences in sex development** - what in the world does this mean or encompass?