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*

*Adapted from Appendix R of the* [*Guidelines and Protocols For Hormone Therapy and Primary Health Care for Trans Clients*](http://sherbourne.on.ca/wp-content/uploads/2014/02/Guidelines-and-Protocols-for-Comprehensive-Primary-Care-for-Trans-Clients-2015.pdf)