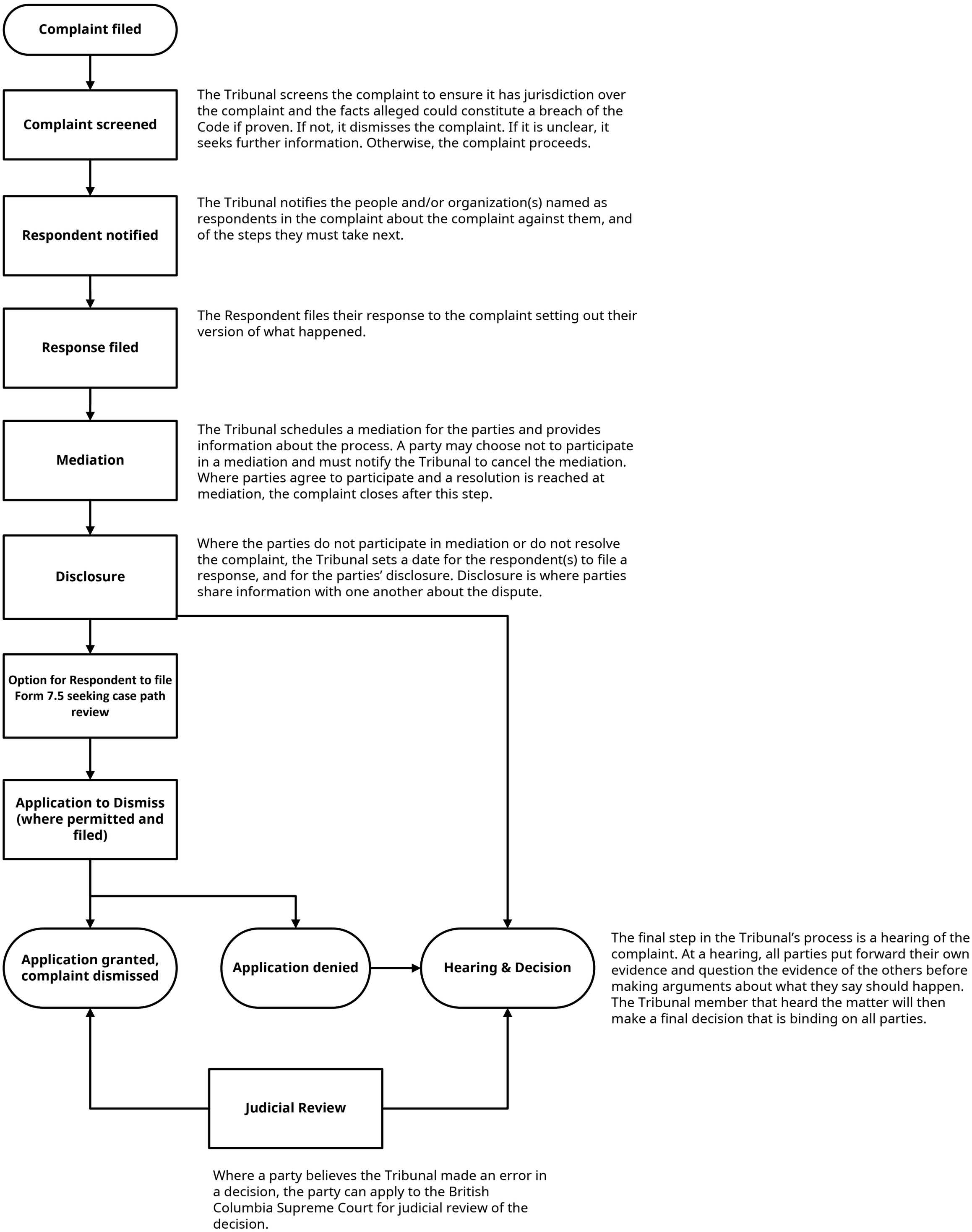Typical process for a complaint at the B.C. Human Rights Tribunal in 2026