

European Liberal Youth (LYMEC)

# Code of Conduct

March 2026



## Introduction

LYMEC is underpinned by a set of values and standards to which all persons are expected to adhere. In doing so, an organisation is collectively created which is welcoming, safe, and positive for all. These principles of equality, liberalism, mutual respect, and freedom of expression are fundamental to the fabric of LYMEC and form the foundation of everything the organisation does.

Ensuring a safe and secure environment for all is of paramount importance to LYMEC and to the work which all persons within the organisation collectively undertake. It is incumbent on all to set an example of liberal, inclusive, and respectful behaviour, as it is precisely these qualities which LYMEC seeks to encourage in the wider sphere of politics and in the world beyond.

This Code of Conduct will provide guidance and clarity as to the expected behaviours of all those who interact with LYMEC. These expectations are informed by the core values and principles described above, and others besides. By behaving in accordance with this code, individuals will be helping to create a safer, more open, and more enjoyable experience in LYMEC, not just for themselves, but for all those with whom they interact.

This document will not include expectations and recommendations to cover all possible matters which may arise. Instead, this code seeks to provide a strong baseline from which LYMEC may continue to grow and improve as time goes on. To this end, provisions governing the interpretation of this Code and a process for regular review and revision of this Code of Conduct is set out in the final section of this document – ‘Scope and Implementation of the Code of Conduct’.

In that section can also be found the relevant procedural structures upon which this code rests, as well as details of the internal processes which shall govern any mediatory or disciplinary cases which may arise from transgressions of this Code of Conduct.

## Equality and the Treatment of Others

1. All persons shall be entitled to kind, fair, and respectful treatment, and shall be expected to be kind, fair, and respectful in return.
2. No person shall be subjected to discrimination, prejudice, or degradation based on race, ethnicity, sex, gender identity, heritage, class, religion, belief, age, sexual orientation, education, physical ability, health, language, or any other characteristic.
3. No person shall be subjected to physical, verbal, or sexual abuse or threat of any kind, including, but not limited to, the use of offensive language or gestures, unwanted physical contact, and non-consensual sexual advances.
4. All persons within LYMEC, and the organisation as a whole, shall be expected to make reasonable allowances and accommodations for individuals who may have specific needs, such as those necessitated by physical ability, medical conditions, neurodiversity, or mental health.
5. Where issues pertaining specifically to any one or more marginalised groups are to be debated or discussed, LYMEC and all relevant persons shall be expected to ensure that, if at all possible, members of the aforementioned group or groups are given leave to contribute substantively to and, ideally, guide the direction of the relevant business at hand.
6. No person shall require, apply pressure on, or force another to engage in any activity in which they do not wish to partake. This includes, but is not limited to, sexual activity and the consumption of alcohol, nicotine, or any other substances.
7. All persons shall be expected to respect the privacy of others and to ensure that any personal or sensitive information is handled securely, protected from disclosure, and used only for its intended purpose and in accordance with the law.

8. All persons shall be expected to ensure that their own behaviour, language, and conduct is in keeping with this Code and with the values and principles of LYMEC.
9. All persons shall be expected to take reasonable responsibility for the safety and wellbeing of others, and shall be expected to challenge breaches of this Code and report any incidents, transgressions, threats, or crimes to the relevant internal or external authorities at the earliest possible opportunity.
10. No person shall be expected to intervene in a threatening, unethical, or dangerous situation if, in doing so, that person may be putting themselves or others at further risk.

## Respectful and Free Discourse

1. All persons shall be allowed to contribute freely to relevant proceedings, without fear of censorship, ridicule, or retribution, provided such contributions are in accordance with the Rules of Procedure, this Code of Conduct, and the rulings of any sitting Chair.
2. All contributions made during official proceedings shall be heard respectfully and shall be debated in good faith, without malice or ill-intent.
3. All persons shall be expected to ensure, to the best of their ability, that information shared with others, during the course of official business or otherwise, is accurate, truthful, and permitted for distribution.
4. All persons shall be expected to uphold the principles of freedom of speech, freedom of expression, freedom of conscience, and diversity of thought.
5. No person shall be censored or otherwise silenced due to disagreement or offence, unless what is said or written constitutes discriminatory, prejudicial, defamatory, or abusive language.
6. No person shall seek to change the opinion, voting intention, or allegiance of another by force, blackmail, threat, bribery or any other unethical, criminal, or illegitimate method.

7. All persons with knowledge of matters which, during the course of LYMEC business, are deemed to be confidential or for limited distribution in a given group, shall be expected to adhere to all such requirements of confidentiality.

## Rules and Processes

1. All persons shall be treated equally under the LYMEC Statutes, Rules of Procedure, and Code of Conduct, and by the officials and staff of the organisation.
2. Neither LYMEC officials, nor those employed by the organisation, shall receive any favourable treatment or bias under the provisions of this Code of Conduct.
3. Where any official or employee of LYMEC is deemed to have direct involvement with or a vested interest in a complaint arising from this Code, they shall be required to recuse themselves from any and all related proceedings, save for those where their involvement is required by the LYMEC Statutes and Rules of Procedure.
4. All persons shall be expected to familiarise themselves with this Code of Conduct, so as to inform their own behaviour and conduct. Ignorance of the contents of this Code shall not be accepted as an excuse for transgressions, nor shall it in any way absolve perpetrators of responsibility, in whole or in part.
5. Where a transgression of any point within this Code of Conduct is unintentional, the concerns of any victim shall nonetheless remain valid and the actions of any perpetrator shall not be automatically absolved.

6. The provisions and expectations of this Code of Conduct shall be considered to be in force at all events and in all forums organised by, or in partnership with, LYMEC. This code shall also be considered to be equally in force for any persons representing LYMEC externally, in any given capacity.

## Scope and implementation of the Code of Conduct

This code serves to provide guidance and clarity with regard to the behaviours expected from all individuals who interact with the European Liberal Youth (LYMEC). All persons who are employed by LYMEC, hold office within the organisation, represent LYMEC in any capacity, or attend events at which LYMEC is an organiser or partner, are expected to adhere to the principles and values herein articulated.

All persons who knowingly engage with LYMEC, in the manners described above or in any other manner, shall be considered to have agreed to the terms and principles within this Code of Conduct in their entirety.

Failure to comply with the Code of Conduct, both in terms of its specific wording and its overall intent, may result in mediatory or disciplinary action in accordance with Chapter 4 of the LYMEC Rules of Procedure.

This Code of Conduct shall not supersede the powers granted to the Ombudspeople, Bureau, and Committee of Discipline and Arbitrage in the LYMEC Rules of Procedure and LYMEC Statutes.

In the event that a matter should arise whereupon this Code of Conduct is unclear or silent, and where the LYMEC Statutes and Rules of Procedure equally fail to provide relevant guidance, the Committee of Discipline and Arbitrage shall serve to interpret this code as it pertains to any given situation. In doing so, and in imposing any necessary disciplinary measures, the Committee shall act in accordance with the rules and processes as laid out in Chapter 4 of the LYMEC Rules of Procedure and Article 30 of the LYMEC Statutes, and any ruling decided by the Committee shall be final.

No such ruling will be considered to have amended this Code of Conduct, nor can any ruling be considered to have set an immutable precedent for how future matters should be resolved.

Should a matter relating to this Code of Conduct be brought to the attention or come under the jurisdiction of an external law enforcement authority, all internal LYMEC procedures relating to the matter shall be paused until the work of the relevant authority has concluded, in accordance with Article 32, paragraph 9 of the LYMEC Rules of Procedure.

## Review and Revision

This Code of Conduct shall be reviewed at least once in every 2-year mandate of the LYMEC Bureau, though it may be reviewed more often at the discretion of the Bureau. This review process must allow for revisions, and must include at least one opportunity for Member Organisations, Individual Members, and other relevant parties to provide feedback, suggestions, and guidance. Any such review and revision process must be open to the aforementioned parties for no less than four weeks.

Following the review and revision process, the resulting Code of Conduct, regardless of the extent to which it may or may not have been amended, must be approved by a majority vote of the Bureau. The Code of Conduct must then be presented to the following Congress by the Bureau for approval by simple majority.

In order to preserve the option of anonymity for contributors to the Code of Conduct, and to allow for all inputs from relevant parties to be treated equally, including those that may not wish to disclose certain details publicly, the Code of Conduct shall not, under normal proceedings, be subject to debate or amendments on the Congress floor. The Congress may put questions to the Bureau concerning its contents or the

process of review and revision, before moving directly to a vote to accept or reject the revised Code.

Should the Code of Conduct be rejected by the Bureau, further review and revision shall be required until a successful vote is achieved and the text approved.

Should a Code of Conduct be rejected by the Congress, that iteration of the Code shall fall and all revisions or changes shall be overturned. In this event, the Code of Conduct in force shall remain the iteration most recently accepted by the Congress.

In accordance with the sovereign authority of the LYMEC Congress, and the provisions to that effect set forth in the LYMEC Statutes and Rules of Procedure, the Congress may, at any time, choose to deviate from the normal proceedings herein described and amend, suspend, withdraw, or in any other way alter this Code of Conduct through the use of existing statutory instruments.

The Bureau may, in exceptional circumstances, take unilateral action to likewise amend or alter this Code of Conduct outside of any predetermined review and revision process. Any changes to the content of this code which may arise from such actions must be presented to the following Congress for agreement.

The Bureau may not unilaterally suspend or withdraw this Code of Conduct without the express consent or under the direct instruction of Congress.