

10.22 Code of Conduct

LYMEC - Bureau

Adopted at LYMEC Spring Congress in Brussels, Belgium, on 6 April 2019

Introduction to LYMEC

LYMEC, European Liberal Youth, is a pan-European organisation dedicated to the promotion and strengthening of liberal and radical values in Europe. LYMEC is composed of liberal and radical political youth and student organisations based in European countries, as well as of young European individuals subscribing to the principles and values of Liberalism and Radicalism. The aim of LYMEC is to strengthen cooperation among the community of young liberals and radicals and channel our combined efforts towards building a better and more liberal political, social and economic environment for all Europeans.

Aims and objectives of the Code of Conduct

In all our activities we embrace and underline the liberal values of freedom with responsibility, and tolerance and equal rights. The main aim of this Code of Conduct is to ensure a safe, inclusive environment based on equality and mutual respect and to encourage full and democratic participation in all the bodies and events of LYMEC. We condemn and reject any behaviour, offline or online, that may prevent the full participation and may bring damage to the respect and dignity of any person that volunteer or work in the organisation or participate in events, with particular reference to discrimination, sexual or emotional harassment, humiliation, prejudice, segregation, stereotype or violence.

This Code of Conduct applies to any individual participating in any offline or online activity of LYMEC, as well as to the staff and elected representatives of the organisation, also when representing LYMEC externally.

General Principles

As advocates for fruitful cooperation among young people from all around Europe, LYMEC rejects and condemn any kind of violence and discrimination, as the ones based on:

- Age^[1]
- Citizenship
- Disabilities or impairments of any kind
- Education and socio-economic background

- Ethics and values.
- Sex, sexual orientation, gender identity or gender expression
- Language
- Physical appearance
- Race including colour, nationality, ethnic or national origin
- Religion, belief, faith or non-belief

LYMEC requires that the behaviour of any individual participating in any offline or online activity of the organisation or representing LYMEC externally must be coherent with these values and promotes an inclusive atmosphere and an accessible environment in the organisation and enforces non-violent communication. LYMEC has a zero tolerance approach to any kind of discrimination, threatening behaviour or violence, including but not limited to bullying, degradation, harassment, verbal, non-verbal, physical or non-physical humiliation and intimidation. While we recognise that ideas might be conflicting and debates may get heated, and though we see the freedom of expression as an undeniable right, we reject all attacks on individuals.

Point of contact

The points of contact (PoC) for complaints at LYMEC Congresses are the chairs, at any other event including online activities the PoC is the facilitator in cooperation with the Secretary General, or if the Secretary General is involved/concerned the President and/or Vice President.

Procedures

In the case of witnessing or having received a report of any written, non-verbal or verbal violent or discriminatory behaviour, conduct or discourse, the chair or facilitator of the meeting is required, on their best judgment, to, in successive order and depending on severity of the action:

1. Remind participants of their obligation to act in accordance with the code of conduct;
2. Engage in a one to one chat with the offender to make sure that there is an understanding of the reason of the inappropriate action;
3. Engage with the offender to explain and ask for an apology and/or retraction of the action;
4. Suspend the session and/or ask the offender to leave from the remainder of the meeting or event.

In case the chair or facilitator was also the person receiving the original complaint, the decision should when possible not be taken alone.

We all have an obligation to uphold the ethical standards of LYMEC. If you observe behaviour that concerns you or other participants, or that may represent a violation of this Code of Conduct, please raise the issue promptly, provided you feel

comfortable doing so. That will allow LYMEC an opportunity to deal with the issue and correct it, ideally before it becomes a violation of law or a risk to health or security. Any case of breach of the Code of Conduct may be referred to the Committee of Discipline and Arbitrage but only on initiative by the Bureau, a member organisation or an individual member in accordance with LYMEC Statutes 29(5).

Privacy

In order to protect the privacy of the concerned persons, all persons involved in a mediation process are bound to silence^[2] and discretion about any facts they come to know during the mediation process. The point of contact shall not disclose the identities of the parties concerned without prior consent. Any written material about the incident that contains personal information should not be stored longer than the purpose and time of solving the issue of the case requires. If the Committee of Discipline and Arbitrage issue a report it must be written in a way so that no persons can be identified from it.

Representing LYMEC

The persons representing LYMEC externally are the members of the Bureau and the Secretary General, and in the case of IFLRY General Assemblies, the LYMEC Representative to the IFLRY Bureau. In certain cases the Bureau may appoint someone else to represent LYMEC, but this is always subject to prior written agreement. Members of Member organisations or LYMEC Individual Members may not speak on behalf of LYMEC unless officially appointed by the Bureau to do so. Elected officials and staff members must refrain from taking positions on behalf of LYMEC if not previously decided on by the Bureau and supported by official policy. LYMEC officials shall not intervene in Member Organisations, or their mother parties, internal affairs such as by making endorsements. Bureau members and the Secretary General should keep in mind that their actions can be seen as taken on behalf of LYMEC, and should always consult the Bureau if in doubt of what they can and may say or do.

^[1] Setting age-limits to LYMEC events shall not be seen as age-discrimination if it is done for compelling reasons such as insurance policy.

^[2] except if any legal procedure requires it or for the safety of the individual