

# Code of Conduct of the International Federation of Liberal Youth

As adopted by the Online Extraordinary General Assembly held on 2nd May 2026.

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## 1 INTRODUCTION

This Code of Conduct applies to all IFLRY Bureau Members, officers, staff, trainers, programme managers, participants, delegates, and guests. It covers all IFLRY-related spaces and activities, both online and offline, including events, meetings, communication channels, and informal gatherings connected to IFLRY.

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IFLRY is committed to maintaining open, inclusive, and safe environments where all participants can engage freely and respectfully.

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## 2 CONTACT PERSONS

At IFLRY events and throughout the year, designated safe persons are available to provide support if something uncomfortable has occurred or if someone wishes to talk. The safe people are appointed by the Bureau from event to event to ensure that there is always someone to talk to. IFLRY's Ombudsperson is available year-round. The Ombudsperson can be contacted via email at [Ombudsperson@iflry.org](mailto:Ombudsperson@iflry.org).

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## 3 CONDUCT AND COMMUNITY STANDARDS

Participants are expected to act in good faith and with respect toward others. This includes engaging constructively in disagreement, taking responsibility for one's actions, and being mindful of how behaviour affects others. Diversity of background, experience, and perspective is a core strength of IFLRY and should be treated as such.

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Respect for personal boundaries, bodily autonomy, property, and individual choices is essential. Political or personal differences do not justify creating hostile or unsafe environments. Discrimination of any kind, based on, but not limited to, ethnicity, religion, color, sex, age, nationality, citizenship, socioeconomic position, socioeconomic status, sexual orientation, disability, or gender identity, is prohibited. Financial requirements related to events and IFLRY membership are permitted, and do not constitute discrimination. Furthermore, property damage is not tolerated and the person doing it is financially responsible for the damage done.

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## 4 CONSENT AND PERSONAL BOUNDARIES

While we meet in IFLRY as colleagues, personal relationships do develop. There are, however, rules for the sexual conduct permitted at IFLRY's events. Consent is central to safe interaction within IFLRY. Consent must be voluntary, informed, and clearly communicated, assessed

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within the context of surrounding circumstances, and may be withdrawn at any time. Any sexual conduct which happens must not disturb other participants of the event.

Participants are expected to act with care in personal and intimate interactions and to prioritise clarity, mutual comfort, and respect. Discomfort expressed by any participant must be taken seriously.

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## 5 POWER DYNAMICS AND RESPONSIBILITY

Power dynamics may arise through roles, experience, visibility, or structural privilege. People in positions of responsibility or influence, including those representing their Member Organisations or IFLRY, are expected to act accordingly to their responsibility. Their position must not be abused to create pressure, dependency, or personal advantage in any interaction. Attention to how authority affects others is essential to maintaining trust and safety.

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## 6 ALCOHOL, SUBSTANCES, AND AUTONOMY

Alcohol consumption may be permitted at IFLRY events in accordance with local law. Participation in drinking or substance use must always be voluntary. No participant should be pressured into consumption, and those who do consume are expected to remain in control of their actions and respectful of others.

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## 7 TRANSPARENCY AND GOVERNANCE

IFLRY representatives must act with integrity, avoid conflicts of interest, and disclose any financial interests relevant to decision-making. Representatives must not vote on decisions they have a financial connection to, unless it is related directly to their role as IFLRY bureau members, IFLRY event organizers, or external event participants on behalf of IFLRY. They should disclose all connections internal and external in writing to the General Assembly on an ongoing basis. Abuse of position, favouritism, or conduct that harms IFLRY's reputation is not acceptable.

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## 8 SAFEGUARDING AND REPORTING

IFLRY maintains safeguarding structures to support participants and address concerns. Designated Safepersons and/or the Ombudsperson are available at events and throughout the year. Reports may be made by affected persons or witnesses and are handled confidentially. Retaliation is strictly prohibited.

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Complaints are assessed and resolved by the Ombudsperson and the Committee of Discipline and Arbitration through fair and proportionate procedures.

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## 9 COMMITMENT

By participating in IFLRY activities, individuals agree to uphold this Code of Conduct and contribute to a safe, respectful, and inclusive community. Acknowledgement of this Code is required as part of registration.

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This document shall be revisited every year by the bureau and every two years by the General Assembly.

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## 10 PROCEDURE FOR BREACH OF THE CODE OF CONDUCT

### 10.1 PURPOSE

This procedure sets out how potential breaches of the IFLRY Code of Conduct are reported, assessed, and addressed. Its purpose is to ensure safety, fairness, confidentiality, and proportional responses, while maintaining trust within the organisation.

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### 10.2 REPORTING A CONCERN

A concern may be raised by any participant, delegate, staff member, officer, trainer, Bureau member, or guest within IFLRY's scope. Witnesses may also report concerns.

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Reports should be made to the ombudsperson. If a safe person or a bureau member gets a report they should either help guide the person towards the ombudsperson to make a proper report or in accordance with the affected person make the report on their behalf.

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Reports may be made during or after an event. Confidentiality will be respected, and retaliation against anyone raising a concern is prohibited.

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### 10.3 INITIAL ASSESSMENT AND SAFETY MEASURES

Upon receiving a report, the Ombudsperson will:

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- Confirm receipt of the report
- Assess whether the matter falls under the Code of Conduct
- Determine whether immediate safety or interim measures are required

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Interim measures may include temporary separation of parties, no-contact arrangements, removal from activities, or suspension from duties. These measures are precautionary and

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do not imply a finding of misconduct. If immediate safety measures are required during an event, the ombudsperson will communicate those measures to the safe person at the given event, who will implement those measures at the event and make all involved parties aware.

In extreme cases, the event safe person may enforce and determine immediate safety measures after attempting to communicate the report to the Ombudsperson. In this case, the safe person will provide a written explanation to the Ombudsperson and document attempted communication. This explanation must be included in the Ombudsperson annual report, redacting names where needed.

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#### 10.4 REVIEW AND INVESTIGATION

If further review is required, the Ombudsperson will conduct an investigation. This shall include:

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- Speaking with the reporting person
- Speaking with the person whose conduct is reported
- Contacting relevant witnesses
- Reviewing any available documentation or evidence

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All parties will be given an opportunity to be heard. Conflicts of interest must be declared, and any involved person must recuse themselves where appropriate. In the circumstance that the safety of any individual could be compromised, the Ombudsperson can diverge from this process, their reasoning for any such divergence should be reported.

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#### 10.5 DETERMINATION AND OUTCOME

Following the investigation, the Ombudsperson will submit a factual report to the Committee of Discipline and Arbitration (CDA).

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The CDA will determine:

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- Whether the Code of Conduct was breached
- The appropriate response, based on severity, impact, and context

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Possible outcomes include:

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- No further action
- An apology is made
- Informal resolution or mediation
- A formal warning or reprimand
- Restrictions on participation or responsibilities
- Temporary suspension

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- Recommending removal from position to the general assembly or the bureau depending on the role
- Exclusion from IFLRY activities

Outcomes will be proportionate and aimed at restoring safety and trust.

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## 10.6 COMMUNICATION

The outcome will be communicated in writing to the relevant parties. All personal identifying information of complaints, witnesses, and respondents shall be anonymised, unless the party concerned has given explicit written consent to identification, or identification is required in accordance with Article 12 (Data Protection) of the Internal Regulations. The results and recommendations should be reported in writing to the bureau, omitting members only in the circumstance of a conflict of interests. The office shall get a copy of the full report for safe keeping; the bureau shall only receive a report with the necessary information needed for enforcing outcomes.

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## 10.7 APPEALS

Decisions of the CDA may be appealed to the Advisory Council (AC) and if deemed appropriate taken up for reinvestigation.

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## 10.8 RECORD-KEEPING AND TRANSPARENCY

The office will maintain confidential records of cases for institutional continuity. The ombudsperson is expected to have a report for the member organisations during the general assemblies without revealing any names or sensitive information.

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