



A PEER-TO-PEER CODE OF CONDUCT

The MYTHIC Code of Conduct

for the Use of AI in Youth Work

An ethical framework for the responsible, intentional, and humane use of artificial intelligence — written by youth workers, for youth workers.

PART ONE

Front Matter & Context

01

Project Metadata

FULL TITLE	MYTHIC — Mobilising Youth Training on Holistic Innovation & Critical Thinking
ACRONYM	MYTHIC
PROJECT CODE	2025-2-SK02-KA153-YOU-000366592
FUNDING PROGRAMME	Erasmus+ Programme of the European Union
ACTION TYPE	KA153-YOU — Mobility of youth workers

About the MYTHIC Project

The MYTHIC project is a collaborative European initiative designed to equip youth workers with the tools needed to navigate the rapidly evolving digital landscape. In an era increasingly dominated by automated systems and artificial intelligence, the project centres on three core pillars:



Inclusive Innovation

Empowering youth workers to adopt modern technologies accessibly and equitably.



Critical Thinking & Media Literacy

Developing the skills to analyse, verify, and critique digital content and AI outputs.



Civic Engagement

Fostering a culture where young people use digital literacy to participate in a democratic society.

The MYTHIC Consortium

This publication represents the co-created expertise of eight partner organisations dedicated to cross-border youth development:



COORDINATOR

IKReON
Slovakia

**AFIS**
Austria

**Pro.m.e.t.eu.s**
Italy

**AJSK**
France

**Maditerránea**
Spain

**ENTRE**
Poland

**Youth Corner Tbilisi**
Georgia

**Phoenix Association**
Ukraine

Partner Organisation Logos



IKReON · SK



AFIS · AT



Pro.m.e.t.eu.s · IT



AJSK · FR

Maditerránea

Maditerránea · ES



ENTRE · PL



Youth Corner Tbilisi · GE



Phoenix Association · UA



Transparency Notice: AI Co-Creation & Editorial Disclosure

In alignment with the ethical standards of honesty and technological transparency championed within this document, we openly disclose the role of artificial intelligence in the creation of this publication:

- 1 Co-Creation of Core Content.** The original raw points, ideas, and foundational guidelines were generated by the human participants (youth workers) during the MYTHIC training course, utilising various AI models as brainstorming and exploratory tools.
- 2 Editorial & Language Refinement.** Large Language Models (LLMs) and AI-powered language verification tools were utilised during the editing process to unify the formatting, standardise the tone, and ensure linguistic precision across all sections.

This document serves as a practical demonstration of how AI can be used as a collaborative, supplemental tool while keeping human experience, values, and oversight at the core of the work.

FUNDING & LIABILITY DISCLAIMER

This project has been funded with support from the European Commission under the Erasmus+ Programme. This publication reflects the views only of the original authors and the editorial team. The European Commission and the national agencies cannot be held responsible for any use which may be made of the information contained therein.

DOCUMENT VERSION

1.0

This is version 1.0 and may be revised in further versions.

PART TWO

Preamble: The Genesis of the Code

02

The Ružomberok Process

This Code of Conduct is not an abstract theoretical text written in a vacuum; it is the direct tactical output of an intense, multi-day co-creation process. From 12 to 17 May 2026, 24 youth workers representing 8 different countries gathered in Ružomberok, Slovakia, for the MYTHIC Training Course. Over these six days, participants combined theoretical knowledge with practical field realities to map out the ethical boundaries, operational risks, and creative opportunities of AI in the youth sector.

24

Youth workers

8

Countries

6

Days of co-creation

12–17 May 2026 · Ružomberok, Slovakia

A PEER-TO-PEER MANIFESTO

At its core, this document is a grassroots effort. Rooted deeply in the methodologies of non-formal education, it leverages the real-world experiences, frustrations, and successes of active youth workers. We recognise that technology often evolves faster than institutional policy — so this framework is designed by youth workers, for youth workers, and bypasses rigid academic jargon in favour of actionable, real-world guidance.

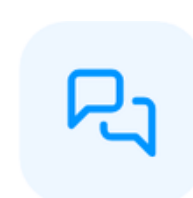
The Vision: Starting a Sector-Wide Conversation

Artificial intelligence is no longer a futuristic concept; it is actively reshaping how young people learn, communicate, and create. This publication serves a dual purpose:



Dissemination

To scale the insights gained during the MYTHIC training course and share them freely with organisations across Europe and beyond.



Dialogue

A vibrant conversation starter. We do not view these points as immutable laws, but as a living framework meant to spark debate, inspire local policies, and help the sector use AI safely, intentionally, and humanely.

PART THREE

The Core Code of Conduct

The Five Pillars · 16 Guidelines

03

The heart of this publication is a practical framework of sixteen guidelines, organised into five thematic clusters. Each guideline pairs a clear **directive** with the **reasoning** behind it, concrete steps for **implementation**, and a field-tested **tip**.



CLUSTER I

Information Integrity & Media Literacy

01 Verification Standards & Critical Cross-Referencing

Treat AI as a supplemental support tool rather than a definitive primary source of information. Always validate the accuracy and relevance of AI-generated data before final use.

WHY IT MATTERS

AI models can hallucinate, provide outdated facts, or generate generic responses that lead to costly mistakes or the spread of false information if not tailored to real-world needs.

IN PRACTICE

Never share AI-generated content without verification. Critically evaluate every output to identify gaps, and use diverse, trusted secondary sources to back up any claims.



Tip — The SIFT Method. Investigate sources across multiple browser tabs and trace claims back to their original context. Ask the AI for specific URLs or report names to validate its statistics, and cross-reference them with official hubs like Eurostat or the Google Fact Check Explorer.

02 Media Literacy & Combating Manipulated Content

Active youth work must focus heavily on media literacy, teaching young people to recognise fake headlines, clickbait, and AI-manipulated content.

WHY IT MATTERS

Young people are heavily exposed to edited, synthetic, or completely fabricated AI media on social networks, leaving them vulnerable to digital manipulation and polarising narratives.

IN PRACTICE

Organise educational workshops focused on identifying AI-generated text, images, and headlines. Train youth to rely on official statistics and investigative reports rather than random viral social media posts.

 **Tip — Spotting the Art-e-facts.** Teach youth to look for “AI tell-tales,” such as unnatural texturing, warped backgrounds, or distorted physical details in images, and use specialised tools like TinEye or InVID to detect manipulated visuals.

03 Algorithmic Bias Mitigation

Cross-reference all AI outputs with diverse viewpoints to actively eliminate systemic bias and polarising content.

WHY IT MATTERS

AI models are trained on historical datasets that often reflect underlying societal biases, stereotypes, or highly polarised viewpoints.

IN PRACTICE

Analyse AI outputs with a critical eye for cultural, gender, or socio-economic biases. Intentionally prompt the AI to provide alternative perspectives or balanced overviews on sensitive topics.

 **Tip —** Promoting a neutral, genuinely inclusive environment requires a diverse knowledge base. Treat the AI's first answer as just one voice in a broader conversation, never the final word.



CLUSTER II

Ethical Frameworks & Digital Rights

04 Intellectual Property & Fair Attribution

Respect intellectual property rights by giving proper credit to all original human creators when utilising AI-assisted or AI-inspired content.

WHY IT MATTERS

AI platforms scrape vast amounts of human-created work without any compensation or acknowledgement, thereby risking the diminution of the value of original artistry and human intellectual labour.

IN PRACTICE

Use AI to help conceptualise or structure themes, but ensure that any underlying artistic, text-based, or structural assets from original creators are explicitly cited and attributed.

💡 **Tip** — This practice builds strong ethical awareness among staff and youth, ensuring that organisational output remains legally sound(er), morally accountable, and respectful of the creative community.

05 Legal Compliance, Privacy & Consent

Adhere strictly to all local, national, and international laws regarding copyright, data protection (such as GDPR), and other digital and intellectual property rights. Never generate content involving real people without their explicit consent.

WHY IT MATTERS

Unauthorised generation of text, images, quotes, or deepfakes involving real individuals violates privacy boundaries and can lead to severe legal penalties or defamation.

IN PRACTICE

Establish strict organisational barriers: do not input personal photos, personal stories, or contact details of youth participants into public AI models without documented consent.

💡 **Tip** — Protecting personal boundaries builds deep organisational trust. Treat data protection not as a bureaucratic hurdle, but as a fundamental aspect of safeguarding the youth you serve.

06 Responsible Information Sharing

Share information responsibly, maintaining a clear “do no harm” baseline when using AI tools, communication platforms, and social media.

WHY IT MATTERS

Unverified information or AI-generated rumours can spread rapidly through youth networks, causing real-world anxiety, social rifts, or reputational damage.

IN PRACTICE

Create an open, comfortable environment in workshops where participants feel safe asking questions or expressing doubts about the legitimacy of the content before hitting “share.”

 **Tip** — Avoid using misleading or overly sensationalised examples in youth training sessions. Set a high standard of communication that prioritises verified, fact-driven updates.



CLUSTER III

Digital Safety, Privacy & Well-being

07 Data Hardening & Privacy Preservation

Strictly protect sensitive and personal data when interacting with any AI platform or digital bot.

WHY IT MATTERS

Once personal data is fed into an AI system, you lose control over how it is stored, processed, or utilised. Data saved in user histories can easily become targets for corporate exploitation or cybercriminals.

IN PRACTICE

Keep private conversations confidential. Regularly review app permissions, delete prompt histories, and instruct youth never to give an AI specific identifying details about themselves, their families, or their environment.

 **Tip — Data Minimalisation.** Be highly mindful of the permissions you grant to applications. Utilise reliable VPNs where possible (and permissible), and treat every text prompt box like a public internet forum.

08 Guarding Creative Autonomy & Preventing Over-Reliance

Position AI strictly as a tool to assist human creation, never allowing it to fully substitute original human expression or youth input.

WHY IT MATTERS

Total over-reliance on automated tools weakens critical thinking, stunts creative problem-solving skills, and can breed performance anxiety among young people who feel they cannot compete with instant AI generation.

IN PRACTICE

Use AI to establish basic foundations or organise logistics, but require youth to do the heavy lifting of writing, designing, and debating to find their own authentic voices.

 **Tip** — True research takes conscious effort, and there are no shortcuts to genuine personal development. Remind youth that working through creative struggles polishes their long-term capabilities.

09 Preventing Unhealthy Emotional Attachment

Maintain clear psychological boundaries with digital systems; do not treat AI platforms, companion bots, or conversational avatars as real people.

WHY IT MATTERS

Excessive use of anthropomorphic AI can cause unhealthy emotional attachments, particularly among troubled or lonely youth. This digital substitution can prioritise an AI's synthetic "opinions" over human connection, accelerating social withdrawal, bitterness, or anxiety.

IN PRACTICE

Actively caution youth about the psychological tricks built into conversational AI. Set clear limits on usage time and strictly restrict AI tools when dealing with sensitive personal issues related to mental health or safety.

 **Tip** — AI is a tool built out of mathematical code — it has no real emotions, empathy, or personality. Encourage youth to invest their time in real social connections, friendships, and professional human support.



CLUSTER IV

Workflow Optimisation & Project Management**10 Tactical Project Planning & Brainstorming**

Utilise AI systems to efficiently map out structural frameworks, step-lists, and initial activity concepts for youth projects.

WHY IT MATTERS

Brainstorming from scratch can be time-consuming; AI can quickly summarise socio-economic statistics and analyse data trends to help you understand if a project concept aligns with current community demands.

IN PRACTICE

Feed structural requirements or specific grant priorities into the AI to quickly generate a diverse list of project components or workshop formats.

💡 **Tip** — This optimisation streamlines the early operational phases, allowing experienced youth workers to spend less time on basic formatting and more time refining the actual substance of the activities.

11 Administrative & Logistics Automation

Deploy AI assistants to handle routine, time-heavy administrative tasks like email management, text translation, scheduling, and basic summarisation.

WHY IT MATTERS

Automating repetitive logistical tasks frees up valuable organisational hours, shifting staff focus from desk-bound paperwork to direct, face-to-face youth engagement.

IN PRACTICE

Use AI tools to translate official communications, organise calendar reminders, track project deadlines, and summarise long meeting minutes or feedback forms.

💡 **Tip** — Always be cautious regarding the privacy of contracts or internal emails. Use automation for the structure of communications, but review every output manually before sending to ensure an authentic tone.

12 Contextualisation & Hyper-Local Personalisation

Never apply AI solutions generically. Always manually adapt, rewrite, and tailor AI-assisted content to match your specific target group, local context, and project goals.

WHY IT MATTERS

Generic, one-size-fits-all AI content lacks the cultural nuance, emotional sensitivity, and direct practical value required for high-impact youth work.

IN PRACTICE

Provide highly descriptive context to the AI (group size, age range, background, objectives) to minimise errors, and thoroughly personalise all final presentations, visual materials, and workshop scripts.

 **Tip** — Personalisation ensures your materials remain inclusive, relevant, and engaging while respecting the unique identity of each youth cohort.

13 Precision Prompting & Quality Control

Optimise the quality of your workflow outputs by avoiding repetitive prompts and implementing strict quality control on all generated data.

WHY IT MATTERS

Relying on basic, repetitive prompts yields shallow, generic, or factually flawed results, wasting organisational time on fixing basic errors.

IN PRACTICE

Avoid recycling the same simple questions for every task. Use explicit, highly defined context parameters to guide the AI's persona, objective, and style.

 **Tip — Precision Prompt Engineering.** Use deliberate framing commands, such as: *“Give me accurate, verifiable information. Double-check your logic, elaborate clearly on your secondary sources, and point out any common counter-arguments or limitations.”*



CLUSTER V

Continuous Self-Development & Capacity Building

14 Trend Tracking & Professional Upskilling

Commit to continuous professional upskilling by staying actively informed on shifting digital trends, emerging technological risks, and operational best practices.

WHY IT MATTERS

The digital landscape transforms rapidly; failing to update your technical knowledge base risks rendering your educational methods obsolete or unsafe for tech-savvy youth.

IN PRACTICE

Dedicate organisational time to regularly participating in digital literacy webinars or technical training courses.

 **Tip** — Continuous learning keeps youth workers ahead of the curve. Host structured debriefing sessions with colleagues after attending training courses to transfer knowledge across your entire team.

15 Reflection & Targeted Knowledge Assessment

Establish a structured routine for regular self-reflection to objectively evaluate your own technical knowledge gaps and set proactive learning goals.

WHY IT MATTERS

Acknowledging what you do not know prevents professional stagnation and protects youth from outdated advice or misinformed digital guidance.

IN PRACTICE

Conduct quarterly self-assessments within your team to explicitly identify areas where your digital literacy or AI knowledge is lacking, and set actionable targets to address them.

 **Tip** — Apply your newly gained digital skills directly to your ongoing youth projects. Practical application is the fastest path to building true professional confidence and operational expertise.

16 Safe Facilitation & Sustainable Learning Resources

Design and run youth workshops that explicitly model the safe, proper, and ethical use of AI, while providing comprehensive resources for continued education.

WHY IT MATTERS

One-off training sessions are rarely enough to build permanent habits; youth require continuous, accessible reinforcement to navigate evolving online environments safely.

IN PRACTICE

Set clear operational boundaries (e.g. zero tolerance for harmful or deceptive content). Conclude every workshop with practical resources, such as digital guides, open-source courses, or curated tools.

 **Tip** — Build a supportive learning pipeline. Ensure young people leave knowing exactly where to look for verified safety updates and how to continue their digital self-education independently.

PART FOUR

The Code at a Glance

A quick-reference checklist

04

Use this checklist as a fast audit of your organisation's AI practice — print it, share it, or adapt it into your own internal policy.

I Information Integrity & Media Literacy

- ☐ **1. Supplemental Support Baseline.** Treat AI as a supplemental support tool rather than a definitive primary source. Always validate accuracy and relevance before final use.
- ☐ **2. Media Literacy Mentorship.** Place a strong emphasis on media literacy, teaching young people to recognise fake headlines, clickbait, and AI-manipulated content.
- ☐ **3. Algorithmic Bias Mitigation.** Cross-reference all AI outputs with diverse viewpoints to actively eliminate systemic bias and polarising content.

II Ethical Frameworks & Digital Rights

- ☐ **4. Intellectual Property & Fair Attribution.** Give proper credit to all original human creators when utilising AI-assisted or AI-inspired content.
- ☐ **5. Legal Compliance & Explicit Consent.** Adhere to all laws on copyright and data protection (GDPR). Never generate content involving real people without their explicit consent.
- ☐ **6. Responsible Information Sharing.** Maintain a clear “do no harm” baseline when using AI tools, communication platforms, and social media.

III Digital Safety, Privacy & Well-being

- ☐ **7. Data Hardening & Privacy Preservation.** Strictly protect sensitive personal data and private contact details when interacting with any AI platform or bot.
- ☐ **8. Guarding Creative Autonomy.** Position AI strictly as a tool to assist human creation, never allowing it to substitute original human expression or youth input fully.
- ☐ **9. Psychological Boundary Management.** Do not treat AI platforms, companion bots, or conversational avatars as real people.

IV Workflow Optimisation & Project Management

- ☐ **10. Tactical Project Planning.** Use AI to efficiently map out structural frameworks, step-lists, and initial activity concepts for youth projects.
- ☐ **11. Administrative & Logistics Automation.** Deploy AI assistants for routine admin: email, translation, scheduling, and basic summarisation.
- ☐ **12. Hyper-Local Personalisation.** Never apply AI generically. Adapt, rewrite, and tailor content to your target group, local context, and goals.
- ☐ **13. Precision Prompting & Quality Control.** Avoid repetitive prompts and implement strict quality control on all generated data.

V Continuous Self-Development & Capacity Building

- ☐ **14. Trend Tracking & Upskilling.** Stay actively informed on shifting digital trends, emerging risks, and operational best practices.
- ☐ **15. Team Reflection & Knowledge Assessment.** Run regular self-reflection to evaluate technical knowledge gaps and set proactive learning goals.
- ☐ **16. Safe Facilitation & Sustainable Resource Sharing.** Model safe, ethical AI use in workshops and provide resources for continued education.

PART FIVE

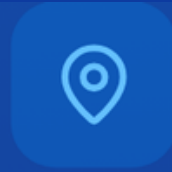
Back Matter

05

CALL TO ACTION

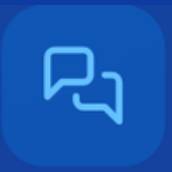
Moving from Words to Practice

This publication is not the final step of a project — it is an active invitation to the youth sector. A code of conduct only holds value when it transitions from a static text into daily operations. We encourage youth workers, educators, NGO leaders, and policymakers across Europe to:



Adapt & Localise

Every organisation operates under unique field realities. Use these five pillars to construct your own internal policies.



Critique & Debate

Bring these guidelines directly into your youth spaces to spark critical discussions about digital rights.



Iterate & Expand

The digital landscape transforms rapidly. Treat this as a living framework, regularly challenged and updated.

Partner Directory & Consortium Overview

This publication represents the co-created input of the original authors and the official partner organisations of the MYTHIC consortium. For inquiries regarding the project lifecycle, methodologies, or the coordinator’s contact details, please reach out directly to IKReON (Applicant Organisation).

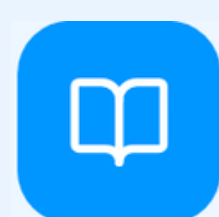
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ORGANISATION (PIC ID)	COUNTRY	ROLE	TYPE
IKReON E10334560 · SK	Slovakia	Applicant	NGO / association
Associazione Culturale Pro.m.e.t.eu.s E10026252 · IT	Italy	Partner	NGO / association
Austrian Forum for Integration & Sustainability E10387375 · AT	Austria	Partner	NGO / association
Youth Corner Tbilisi E10263999 · GE	Georgia	Partner	NGO / association
Asociación Cultural Maditerránea E10370410 · ES	Spain	Partner	NGO / association
Europejska Fundacja Rozwoju Przedsiębiorczości E10268130 · PL	Poland	Partner	Foundation
Association les amis de la JSK E10355409 · FR	France	Partner	NGO / association
Phoenix Social Youth Group E10273295 · UA	Ukraine	Partner	NGO / association

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