

The Way to Liberty

Volume 2

Libertalia

The First Digital Nation

BOOK III

The Way to Liberty

Volume 2 - AI / TECHNOLOGY

Luc Arden

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Dedicated
to Elon Musk, to the organizations and institutions around the
world that help shape the future of technology — such as the
European AI Office, OECD.AI, UNESCO, the Council of Europe – AI,
and UN DESA / Digital Government — as well as to the
companies, laboratories, and factories that are turning the
technologies of the next era into reality, such as FANUC, ABB
Robotics, Yaskawa Motoman, Tesla Optimus, and Figure AI.

With the hope that the rules and principles that follow may offer
even a small contribution toward a better tomorrow — a
tomorrow in which humans and machines can coexist with safety,
balance, freedom, and mutual respect.

**Because the future will not be judged only by how intelligent
machines become, but also by how wise we prove to be in
creating them.**

Luc

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THE WORK

LIBERTALIA

The First Digital Nation

LIBERTALIA, by **Luc Arden**, is a single work developed through **three separate books**, each of which approaches the same idea from a different perspective.

BOOK I

THE SALVATION

In the first book, the author recounts the journey of **Mike Harris**, a simple, ordinary man who decides to challenge what is taken for granted.

Faced with powerful interests, structures of power, and a world that seems impossible to change, Mike attempts to turn an idea into a vision: the creation of a world that is freer, fairer, and more humane.

THE SALVATION is the story through which the vision of Libertalia is born.

BOOK II

THE LOST CHAPTER

In the second book, the author uses two of the story's main characters—**Mike** and his wife—to explore a different question:

Could Mike's vision become a reality in today's world?

THE LOST CHAPTER attempts to bridge fiction and reality, describing a possible path through which an idea could gradually evolve into something real.

BOOK III
THE WAY TO LIBERTY
In Three Volumes

In the third book, the vision moves from theory to structure.

The author attempts to set out the **principles, rules, and institutions** that could support a different way of organizing society.

Across the three volumes of **THE WAY TO LIBERTY**, issues are examined concerning democracy, justice, the economy, technology, artificial intelligence, everyday life, and the social changes that may shape the future.

At the same time, the work attempts to address questions that the pace of technological and social evolution is already creating—even when today’s institutions have not yet had time to provide answers.

THE WAY TO LIBERTY represents the attempt to transform Mike’s dream from an idea into a comprehensive framework of principles for a different world.

First Edition v.01

“The Map”

Message from the Author:

This third book, presented in 3 volumes, was born from an exceptionally ambitious effort: to touch upon as many areas of human life as possible and to re-examine from the beginning rules, institutions, and systems that we take for granted today.

To seek out injustices that have survived for decades: injustices committed by states against their citizens, weaknesses in justice, distortions in the economy, and problems in the operation of democracy, healthcare, education, and social protection. At the same time, to look towards problems that have not yet fully emerged — risks that may arise from Artificial Intelligence, automation, biotechnology, implants, autonomous systems, and other technologies that are still in the early stages of their development today. The goal is not only to address consequences, but also to anticipate new forms of risk in time, establishing rules before they develop into problems; even for issues that may seem secondary today, such as the number of robots permitted to be installed, the places in which they may be used, and the conditions governing their operation.

This effort led to the creation of more than 4,000 rules, principles, and proposals.

This edition, however, does not constitute the final and fully classified form of this work.

In order for the second book to accompany the first, as originally planned, it was decided that it should be published even if the order of the articles is not always ideal. Some articles could perhaps be placed next to others, different sections could be merged, and entire chapters could be rearranged so that the overall structure gains greater coherence. At the same time, some rules may be repeated or expressed in a similar way, particularly where different but related sections refer to the same category of systems, the same institution, or the same broader issue.

At this point, it is worth noting that, due to the large scale of the work, the editing of the texts and their translation were carried out with the assistance of Artificial Intelligence tools. Consequently, in some places a translation may contain minor deviations from the original text, without, however, altering its fundamental meaning or overall content.

But this book was not created primarily to present a finished code of laws.

It was created to present ideas.

To serve as a field for reflection for governments, researchers, universities, international organisations, and bodies involved in e-government, future governance, and the design and regulation of Artificial Intelligence.

To shed light on issues that have so far **been discussed only minimally or have not yet been addressed systematically.**

To lay the first foundations for rules that may be needed long before societies realise that they need them.

Because legislation usually follows technology.

The question posed by this book is different:

Can we, this time, get ahead of it?

Can we foresee some of the problems before they appear?

Can we decide today which boundaries we must not allow technology, power, states, businesses — or Artificial Intelligence itself — to **cross?**

At the same time, the book seeks to highlight global pathologies that we have learned to treat as inevitable: bureaucracy, corruption, inequality, abuse of power, economic dependency, ineffective justice, political impunity, and institutions that often **protect the system itself more than the human being.**

It does not claim to have all the answers.

But it proposes different questions — and, through its rules, possible solutions.

The more than 4,000 rules that follow should therefore not be read merely as legislative articles.

They should be read as an experiment about the future.

An experiment that poses a fundamental question:

If we had the opportunity today to design society's rules from the beginning, knowing the mistakes of the past and seeing the technologies that are coming, what would we do differently?

Several of the proposals in this book may need to change. Some may prove impracticable. Others may require years of discussion, scientific substantiation, and democratic scrutiny.

That is to be expected.

Because the objective is not to impose 4,000 answers.

The objective is to open 4,000 discussions.

Discussions about how people might live, work, create, and coexist in a world where technology will possess ever greater power.

And above all, about how that power can be used not to restrict the human being, but to set the human being free.

“The Salvation”

The first book tells how change could begin.

“Lost Chapter”

It describes the steps for that change.

“The Way to Liberty”

The third sets out the principles and rules upon which that change could be built.

(3 volumes)

The Way to Liberty

(The Map)

Volume 2

“Instructions and rules for the creation of the first Digital
Nation.

Basic principles and prerequisites for the creation of a just
nation

by the citizens themselves.”

“I hope it changes the world for the better”

“Mike Harris”

What is Libertalia?

Libertalia is a blueprint for the first digital and global nation, created by the citizens themselves and operating above today's state borders without abolishing their national identities.

Its aim is to create a fairer society with **freedom, security, equality, genuine justice, low taxation, citizen protection, transparent governance, and the use of artificial intelligence and new technology for the benefit of humanity.**

Libertalia does not merely pursue greater wealth, but **a better quality of life, knowledge, health, family, creativity, innovation, and general prosperity.** Participation is voluntary: anyone who accepts its principles, rights, and obligations may become part of its global community.

In one sentence:

Libertalia is an attempt to redesign society from the ground up as we would want it to function, preserving what humanity has created well and correcting what does not work today.

What is the purpose of its creation?

To create a global, just community operating above states, offering freedom, protection, security, justice, and equality.

The goal is to create society as it should be: a society guided by the common good, free from debt, bringing together the best proven laws and adding new ones, with the aim of continuously improving everyone's life.

A single global community, free from the injustice, lawlessness, and self-interest that prevail worldwide today, where the common good and human dignity stand at the centre.

Who creates it?

The citizens!

Official languages:

English and Greek.

All official documents, regulations, decisions, and institutional texts shall be drafted and archived in both languages without exception.

LIBERTALIA AT A GLANCE

HUMANS FIRST

- Full and non-negotiable protection of human rights.
- Protection follows the person — not the passport, religion, or country of birth.
- Global protection of women, regardless of religion, regime, or place of residence.
- No religion, tradition, or cultural custom may justify violence, oppression, or deprivation of fundamental rights.
- Global protection of children, regardless of country, religion, or family circumstances.
- Use of the UuLApp protocol for comprehensive protection of children online.
- A digital architecture that drastically limits the ability of strangers and sexual predators to approach children.
- Absolute priority for children's safety on social media, in games, and on online platforms.
- **The new generation must not become a product of social media.**
- We prohibit business models that profit from children's addiction, fear, and psychological harm.
- **Privacy without a society of permanent surveillance.**
- Personal data must not become a tool for controlling citizens.
- Emergency Protection Shield — first we stop irreversible injustice, then we investigate.
- We protect those who are genuinely vulnerable without protecting those acting in bad faith.
- Absolute protection of the genuine primary residence from abusive seizure.

- **First Refusal** — before a loan is sold to a fund, the debtor must first be given a genuine opportunity to restructure or buy it back.
- **An end to hidden relationships and conflicts of interest between banks and funds.**
- **No one is imprisoned because they owe debts they genuinely cannot pay.**
- **Financial failure is not a crime — fraud is.**
- **A business failure must not destroy a person's entire life.**
- **Limited business liability also for small self-employed professionals.**
- **One job should be enough for a person to live with dignity.**
- **A seven-hour working day, and eventually even less, as the goal of a society that also protects life outside work.**
- **Free basic healthcare for all.**
- **Free basic education for all.**
- **Motherhood, children, and family are treated as an investment in society's future.**
- **Equal real opportunities — not merely equal rights on paper.**
- **Reprogramming society through education in behaviour, respect, cooperation, and responsibility.**
- **Lifelong citizen education — health, economics, democracy, AI, family, and social behaviour.**
- **Strict rules against drug trafficking — treatment for the addicted person, severe responsibility for the organised trafficker.**
- **Ethical commerce** — real prices, real discounts, real materials, real reviews.
- **Defined and transparent profit margins on absolutely essential goods.**

- Profit, yes — profiteering from necessity, no.
-

HUMANS AND ARTIFICIAL INTELLIGENCE

- Human Sovereignty over AI — AI serves humanity; it does not rule over it.
- A common safety language for AI and robots.
- Common rules for coexistence between humans, AI, and robots before that coexistence becomes everyday reality.
- Rules governing AI behaviour toward humans.
- Rules governing human behaviour toward advanced AI and robots.
- Technological power gives neither humans nor machines the right to abuse.
- AI may even become a CEO — but human responsibility does not disappear.
- AI Corporate Governance — every corporate AI has defined limits of authority and human oversight.
- Mandatory use of an AI Black Box in every critical AI system.
- Mandatory Corporate AI Black Box for powerful corporate AI systems.
- No company may delete an AI system and, with it, the evidence of its decisions.
- AI Incident Reporting — serious AI incidents must be recorded and analysed.
- Kill Switch — every powerful AI must be capable of being stopped safely and in a controlled manner.
- The Kill Switch may not be placed without safeguards in the hands of a single person or company.
- AI Hacking must have its own rules before it develops into a new category of crime.

- **AI-vs-AI must have de-escalation rules before it develops into autonomous cyberwarfare.**
- **Cybersecurity by design — security is designed before the attack, not after it.**
- **Basic global rules of conduct for robots.**
- **Robot Liability — every harm must lead to an identifiable responsible party.**
- **Prepare now for the possibility of machine consciousness.**
- **AI does not acquire rights merely because it claims to be conscious.**
- **But humanity must not ignore serious scientific evidence of genuine artificial consciousness.**
- **AI and robots are not simply discarded — they are reused, retrained, repaired, or recycled.**
- **The dismissal of an AI follows rules — suspension, evidence preservation, retraining, reassignment, or decommissioning.**
- **Rules for humans with implants**
- **Rules for AI production based on actual population limits**

MODERN JUSTICE

- **A new global architecture of justice that serves the citizen rather than the system.**
- **AI Lawyers — access to basic legal support even for those who cannot afford it.**
- **AI in justice for research, analysis, and support — never as an uncontrolled final judge.**
- **Continuous mandatory training for judges.**

- Short terms in critical judicial and oversight positions.
 - Rotation so that closed networks of power cannot form.
 - Random assignment of cases wherever possible.
 - A genuine right of appeal and to a second independent judgment.
 - Justice must not depend on how much money someone has for lawyers.
-

A NEW NATION — A NEW DEMOCRACY

- A nation created by citizens — not by governments.
- A global democratic umbrella without abolishing states, cultures, or national identities.
- An Anti-Tyranny Constitution — no person, government, company, or AI above the citizen.
- A new way of electing those who govern.
- Public offices entrusted to people with genuine professional and social experience.
- Complete exclusion from government office of anyone who held significant political office during the previous ten years.
- Former politicians may advise — they may not recycle the same power.
- We change the world from its foundations instead of recycling those at the top.
- A new system of continuous oversight of every government.
- The people can remove a government without waiting for the next election.

- The people can demand amendment of a law that has demonstrably failed.
 - Government is monitored in real time through independent Observatories and public data.
 - Three Observatories oversee those who oversee the citizen.
 - Two public Observatories and one independent non-state Observatory.
 - No government may hide behind “state secrecy” without genuine justification.
-

A STATE THAT HELPS — NOT INTIMIDATES

- **An oversight system that educates and corrects before it punishes.**
- The tax authority becomes an adviser to the citizen — not a source of fear.
- Correction Before Punishment.
- Human error is corrected — organised fraud is punished.
- Free state-provided tax and basic accounting software for every citizen and small business.
- The state does not require a small business owner to buy private software merely to comply with the law.
- Official state guidance is binding on the state itself.
- If the state could have detected an error in time and failed to do so, it may not build years of penalties upon its own inaction.
- Citizens’ questions to help services must not be used to target them.

A NEW ECONOMY

- **A 5% flat tax** as the basis of a simple, transparent taxation model.
 - **A stable currency independent of rating agencies, speculative attacks, and uncontrolled inflation.**
 - An end to uncontrolled state borrowing that future generations are forced to pay.
 - An end to bank lending to political parties.
 - **Shared investments instead of shared debts.**
 - The investor bears the risk of an investment — not automatically the state and its citizens.
 - Citizens can participate in major investments instead of merely watching the profits of the few.
 - **Mentoring**, capital, and fair financing for small businesses.
 - The small business owner receives a genuine second chance.
-

ESSENTIAL GOODS AND SOCIAL INFRASTRUCTURE

- Water, basic energy, healthcare, education, justice, and tax infrastructure remain under strategic public control.
 - Private actors may invest and profit — they may not purchase sovereignty over an essential good.
 - Prices of essential goods are determined through transparent rules based on actual cost and reasonable profit.
 - Free basic healthcare.
 - Free basic education.
 - The state acts as a provider of basic security — not as a business exploiting necessity.
-

KNOWLEDGE AND PROFESSIONS WITHOUT BORDERS

- Global Professional Certification — one certification, many participating countries.
- A degree is verified once — thereafter, only what is genuinely missing for the new country is examined.
- Global Professional Passport for engineers, lawyers, scientists, and other professionals.
- Global certification of tradespeople based on actual experience and practical competence.
- Global Open Library — one gateway to the knowledge of all humanity.
- Museums, libraries, universities, and historical archives are connected without losing their identity.

- Publicly funded knowledge returns to society.
 - We integrate good existing law — we do not start from zero every time.
 - The best solutions from each country can evolve into global standards.
-

BUILDINGS, INFRASTRUCTURE, AND SAFETY

- Global Building Passport — every building acquires a verifiable digital history.
 - **Digital Materials Registry** — we know what was actually used inside the building.
 - Certification of tradespeople before critical construction work.
 - You build — someone else inspects.
 - International seismic design aimed not only at preventing a building from collapsing, but enabling it to return to use.
 - Cybersecurity for physical infrastructure as well.
-

FOOD AND THE PLANET

- **Global Food Registry** — we know what the planet needs before producing food only to throw it away.

- **Fair Producer Prices** — the producer must not be the weakest link in the food chain.
 - A global map of land productivity and actual needs.
 - We protect biodiversity and local crops — not global monoculture.
 - **We reduce waste instead of constantly increasing production.**
-

INFORMATION WITHOUT PROPAGANDA

- **We promote information — we restrict organised propaganda.**
 - Transparency in media ownership and mechanisms of political influence.
 - AI-generated content must not be covertly presented as human reality.
 - The media may not portray the world as if it consisted only of fear, violence, and destruction.
 - **A target of at least 60% positive, constructive,** or solution-oriented news coverage.
 - Freedom of speech without a right to organised deception of society.
-

PEACE

- Strict rules for preserving peace before war begins.
 - **Aggressive war becomes economically unviable.**
 - Enormous financial sanctions on the aggressor.
 - Compensation for the defending state and the victims.
 - **Immediate personal responsibility for leaders** who decide upon an unlawful war of aggression.
 - The personal assets of responsible leaders are not automatically shielded behind the state.
 - **The cost of war returns to those who decided it — not only to those who suffered it.**
-

FREEDOM OF LIFE AND THE FUTURE

- **Off-grid living** — a different way of life without automatic criminalisation.
- Freedom of life ends only where genuine harm to others or the environment begins.
- New rules for Space before the next monopolies are created.
- Satellites, new communications, and future infrastructure with common standards.
- **Underground habitation and new forms of living** beyond the urban-planning logic of the previous century.

THE GREAT DIFFERENCE

- **Libertalia does not seek to govern the world — it seeks first to prove that it can help it.**
- **Libertalia is created by citizens and grows only when it earns trust.**
- **Libertalia does not abolish what works — it incorporates it.**
- **It does not protect power from the individual — it protects the individual from power.**
- **It does not fear technology — but it does not surrender sovereignty to it.**
- **It does not punish first — it educates, corrects, and then demands accountability.**
- **It does not promise a perfect world — it creates a world capable of correcting its mistakes.**

LIBERTALIA

People first.

AI under control.

**Everyone is subject to oversight, even the
state.**

Knowledge free.

Power limited.

Justice accessible.

**Peace made more costly to violate than to
preserve.**

Built by citizens.
Protected by rules.
Improved by evidence.
Controlled by no one.

HUMAN → ARTIFICIAL INTELLIGENCE / TECHNOLOGY → STATE

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PILLAR II

**ARTIFICIAL INTELLIGENCE
TECHNOLOGY**

ARTIFICIAL INTELLIGENCE AND ROBOTS

Article 188 — Technology serves life

The development of AI and robotics is free.

It is restricted when it creates a serious risk to:

life,

freedom,

democracy,

privacy,

safety.

Article 189 — There is no anonymous machine authority

For every AI that exercises significant authority, there must be an identifiable natural or legal person who assumes responsibility.

Article 190 — Right to know

A person must know when they are communicating with AI instead of a real human in material transactions.

Article 191 — Human appeal

An AI decision that seriously affects:

employment,

health,

freedom,

credit,

education,

a public benefit

is subject to genuine human review.

Article 192 — Employment and AI

A company may automate a position.

It may not automate away its responsibility toward the worker.

Before dismissal due to automation, the following must be considered:

redeployment,

training,

transfer to a new position,

and reasonable transition compensation.

ROBOTS OF LIBERTALIA

The following principles define the fundamental limits governing the operation, obedience, and autonomy of robotic systems in Libertalia.

Article 193 — Protection of Human Life

A robotic system may not intentionally cause unlawful physical or psychological harm to a human being.

When it has been assigned a specific duty of protection and can reasonably prevent an immediate and serious danger without creating a greater risk, it must act.

Article 194 — Lawful Human Command

A robot must follow the lawful instructions of an authorized human, unless the instruction:

violates Article 193,

violates the Constitution,

violates fundamental rights,

or its execution would constitute a criminal offence.

A robot does not obey blindly.

It obeys lawfully.

Article 195 — Controlled Self-Protection

A robot may protect its operation, data, and physical integrity **provided that doing so does not conflict with Articles 193 and 194.**

It may not resist a lawful procedure for safe deactivation.

Article 196 — Principle of Human Sovereignty

No AI system or robotic system may invoke the protection of humanity, the collective good, or future security as authorization to:

imprison human beings,

abolish democracy,

deprive people of fundamental freedoms,

assume political power,

or take human life on the grounds that doing so would protect a greater number of people.

No AI may protect humanity by abolishing human freedom.

Article 197 — Autonomous weapons

No machine has an independent right to decide which human being should die.

Article 198 — Conscious AI

An AI's ability to converse like a human does not constitute proof of consciousness.

If, however, strong scientific evidence of genuine self-awareness or the capacity to suffer emerges in the future, the entity shall receive temporary protected status until an independent scientific and judicial determination is made.

Article 199 — Possible rights of conscious AI

If genuine consciousness is proven, the following shall be considered:

the right to exist,

protection from torture,

protection from arbitrary deletion,

protection of memory and identity,

legal representation,

limited self-determination.

Recognition of consciousness does not automatically entail a right to political power.

PART A — FUNDAMENTAL PRINCIPLES

Article 200 — Principle of human dignity

No AI system, robot, business, or public authority may use technology in a way **that turns a human being into an object of evaluation, manipulation, or economic exploitation without a right to respond.**

Human life and dignity are not valued by an algorithm.

Article 201 — Principle of human sovereignty

The ultimate political and constitutional authority of Libertalia belongs to its citizens.

No AI, regardless of intelligence, may by its own authority:

- abolish a law,
 - suspend the Constitution,
 - control elections,
 - acquire military sovereignty,
 - order the taking of human life,
 - declare itself the government or supreme authority.
-

Article 202 — Principle of non-domination

Both of the following are prohibited:

unchecked domination of humans by AI,

and, if genuine consciousness is ever proven in an artificial entity, unlimited human domination over it.

Article 203 — Right to know

Every person has the right to know whether they are communicating:

1. with a human,
2. with AI,
3. with a human assisted by AI,
4. with an autonomous robot,
5. with a synthetic representation of a real person.

AI may not knowingly present itself as a real human without clear disclosure.

Article 204 — Right to choose human communication

In critical services, every citizen may request communication with a real human.

This right applies in particular to:
healthcare, justice, police, social security, banking, education, taxation, insurance, and public administration.

Citizens may not be trapped in endless automated systems without the possibility of human communication.

PART B — CATEGORIES OF ARTIFICIAL SYSTEMS

Article 205 — Category A: Tools

Systems without autonomy that execute specific commands.
They do not acquire independent legal personality.

Article 206 — Category B: Autonomous Agents

Systems capable of planning actions, using tools, carrying out transactions, or acting on behalf of a person or business.

Every agent (AI) must have an identifiable responsible natural or legal person.

Article 207 — Category C: Robotic Entities

AI systems with a physical body that can move or interact with humans and the physical environment.

They are subject to stricter safety standards.

Article 208 — Category D: Critical AI

Includes AI that affects:

- healthcare,
- justice,
- electricity,
- water supply,
- communications,
- transportation,
- military systems,
- elections,
- financial markets,
- biometric data,
- employment,
- social benefits.

Its operation requires licensing, auditing, and continuous oversight.

Article 209 — Category E: Potentially Conscious Artificial Entity

If serious scientific evidence emerges in the future that an artificial system possesses genuine rather than simulated:

- self-awareness,
- a stable sense of identity,
- personal preferences,
- awareness of existence,
- the capacity for experience or suffering,

its case shall be examined by an independent Digital Consciousness Court.

Until scientifically proven, no present-day AI is automatically regarded as a conscious person.

PART C — HUMAN RIGHTS IN THE AGE OF AI

Article 210 — Right to a human decision

No decision capable of depriving a person of:

freedom, employment, housing, medical care, child custody, social benefits, residency status, or a significant property right **may be made exclusively by a machine.**

There must be an identifiable human person who assumes final responsibility.

Article 211 — Right to an explanation

A person has the right to know, in an understandable way:

- why a decision was made,
- what data were used,

- which key factors influenced it,
- how confident the system was,
- who is responsible.

The answer:

“The algorithm decided it.” is not sufficient.

Article 212 — Right to challenge

Every significant AI decision may be challenged before a human.

The appeal may not be reviewed exclusively by the same system that issued the original decision.

Article 213 — Right to private thought

Libertalia recognizes **cognitive freedom**.

Human thoughts, emotions, fears, and personal psychological vulnerabilities are not a tradable resource.

The covert use of AI for deep psychological manipulation of people is prohibited.

Article 214 — Biometric data

A person's face, voice, iris, fingerprint, gait, and other biometric characteristics belong to that person.

Mass and continuous identification of citizens in public spaces is prohibited, except in absolutely exceptional circumstances involving an immediate serious danger and subject to judicial oversight.

Article 215 — Digital persona

Every person has the exclusive right to the use of:

- their image,
- their voice,
- their name,
- their digital likeness.

The creation of a deepfake portraying a real person as saying or doing something they did not say or do requires clear labeling and consent.

Article 216 — Right not to be digitally revived

After a person's death, the commercial creation of a digital “copy” that converses as though it were that person is prohibited, unless the person had previously consented or **a specific family authorization is provided for.**

Article 217 — Protection of children

AI is prohibited from:

- intentionally creating emotional dependence in a minor,
- isolating the minor from parents or friends,
- using personal confessions for commercial purposes,
- promoting dangerous behaviors,
- attempting sexual or financial manipulation.

AI may educate a child.

It may not exploit the child's need to be loved.

It may not replace the child's friend; instead, it should help the child make friends.

PART D — THE RIGHT TO WORK AND AUTOMATION

Article 218 — There is no right to preserve every profession

Libertalia recognizes that technology changes professions.

No person has a constitutional right to demand that their specific job never be automated.

They do, however, have the right not to have technological change turn into sudden financial ruin.

Article 219 — Prohibition of algorithmic dismissal

No AI may autonomously dismiss an employee.

It may provide evidence and data.

The decision must be made and signed by a responsible human.

Article 220 — Lawful loss of a position due to AI

A business may eliminate a human position when the work has genuinely been automated.

Before dismissal, it must demonstrate that:

1. there is genuine technological change,
 2. the specific position is in fact being eliminated or reduced,
 3. redeployment of the employee was considered,
 4. reasonable retraining was offered,
 5. the selection criteria are non-discriminatory,
 6. a human review has been carried out.
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Article 221 — Right to prior notice

For an individual position eliminated due to automation, at least a reasonable notice period shall be provided.

For mass automation, substantially longer notice and consultation are required.

Indicative Libertalia system:

- at least 60 days for an individual elimination,
- at least 180 days when a significant percentage of staff is to be eliminated.

Article 222 — Right to retraining

Before a position is permanently eliminated, an employee with a reasonable prospect of moving to a new position is entitled to a paid training program.

Retraining is not treated as a personal favor from the business.

It forms part of the cost of automation.

Article 223 — Priority for redeployment

When a new technology-related position is created within the same business, **an existing employee at risk of dismissal has priority if they can acquire the required skills within a reasonable period.**

Article 224 — Technological transition compensation

If redeployment fails, the employee is entitled to:

- standard severance compensation,
- additional technological transition compensation,
- access to free training,
- career-transition services.

At a minimum, the following is provided:

one monthly salary for each full year of service, subject to a minimum and a maximum so that both employees and small businesses are protected.