

**All Personnel**

BP 4112.3

4212.3

**OATH OR AFFIRMATION**

4312.3

All public employees are disaster service workers. Before taking up their duties, employees must take the oath or affirmation required by law. (Government Code 3100-3109)

The Superintendent or designee shall administer this oath when district employees are hired. Legally employed aliens shall be exempt from this requirement.

In the event of natural, manmade or war-caused emergencies which result in conditions of disaster or extreme peril to life, property and resources, all district employees are subject to disaster service activities as assigned to them by their superiors. (Government Code 3100)

(cf. 6114 - Emergencies and Disaster Preparedness Plan)

Legal Reference:

EDUCATION CODE

60 Persons authorized to administer and certify oaths

44334 Oath or affirmation

44354 Administration of oath

GOVERNMENT CODE

3100-3109 Oath or affirmation of allegiance

CALIFORNIA CONSTITUTION

Article 20, Section 3 Oath of office

Vogel v. County of Los Angeles (1967) 68 Cal. 2d 18, 22

Chilton v. Contra Costa Community College District 55 Cal. App. 3d 544 (1976)

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**OATH OR AFFIRMATION**

"I, \_\_\_\_\_, do solemnly swear (or affirm) that I will support and defend the Constitution of the United States and the Constitution of the State of California against all enemies, foreign and domestic; that I will bear true faith and allegiance to the Constitution of the United States and the Constitution of the State of California; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties upon which I am about to enter.

\_\_\_\_\_  
(Signature)

Certified by:

\_\_\_\_\_  
(Person who administers the oath)