

What is the State Loyalty Oath?

- Requires members of the Legislature, public officers and employees, executive, legislative, and judicial¹ (collectively “public employees”), to make a declaration of loyalty to the government of the State of California and of the United States of America
- This declaration is required as a condition of public office or employment

¹As defined

Why is a loyalty oath required?

- Required by law, both in the California Government Code and in the California State Constitution
- Affirms intent by public employees to support and defend the California and U.S. Constitutions
- Affirms intent by public employees regarding their conduct in their official capacity

What will employees be asked to sign?

"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. "

Additional Information

- Objections to the oath on religious grounds must be examined on a case-by-case basis
 - Consistent with recent interpretative case law and regulatory opinions, the public agency employer must “examine on a case-by-case basis any religious objections to the loyalty oath”¹ and act consistently with federal and state laws
- If prospective employees have objections to signing the oath, campuses should consult Human Resources (HR) or Academic Personnel Office for guidance.

¹Equal Employment Opportunity Commission January 2004 guidance letter