



BOARD POLICY

AR 4112.3/4212.3/4312.3

Approved: 11/26/96

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All Personnel

Oath or Affirmation

All public employees are disaster service workers. As such, before beginning employment with the district, employees must take the oath or affirmation required by law. 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 supervisors (Government Code 3100-3102).

(cf. 6114 - Emergencies and Disaster Preparedness Plan)

The Superintendent or designee shall administer the above oath when district employees are hired.

Legally employed noncitizens shall be exempt from taking this oath (Government Code 3101).

At the advice of legal counsel, the Superintendent or designee may exempt a prospective employee from taking the above oath if he/she raises a valid religious objection.

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

UNITED STATES CODE, TITLE 42

2000bb et seq. Religious Freedom Restoration Act of 1993

CONSTITUTION OF THE STATE OF CALIFORNIA

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)

Bessard et al v. California Community Colleges et al (Dec. 6, 1994) 94 Daily Journal D.A.R. 17158

Replaces BP 4112.3/4212.3/4312.3 (8/90)