

Policy 5002: Employee Loyalty or Affirmation Oath

Original Date: February 18, 2026

Status: Approved

PURPOSE

This policy prescribes the loyalty or affirmation oath that all employees of Santa Cruz County Provisional Community College District shall be required to take and uphold (A.R.S. §.38-231). This oath shall be included in each new employee's onboarding packet. The signed oath shall be held in the personnel file of the employee.

EMPLOYEE LOYALTY OR AFFIRMATION OATH

"I do solemnly swear (or affirm) that I will support the Constitution of the United States and the Constitution and the laws of the State of Arizona, that I will bear true faith and allegiance to the same, and will defend them against all enemies, foreign and domestic, and that I will faithfully and impartially discharge my duties as an employee of the Santa Cruz County Provisional Community College District according to the best of my abilities, so help me God (or so I do affirm)."