

**OATH OF ALLEGIANCE/DISASTER SERVICE WORKER DESIGNATION**

The California Government Code requires that district employees upon employment, complete an Oath of Allegiance to support and defend the Constitution of the United States and the Constitution of the State of California.

1. The Oath of Allegiance must be signed by the employee in the presence of a Human Resources employee.
2. Employees objecting to signing the oath are required to provide a written statement indicating the reason for refusal. The document must be signed and dated in the presence of a Human Resources employee.
3. The Oath of Allegiance or the written statement will be filed in the employee's personnel file.
4. Under the cited Government Code all public employees are declared to be disaster service workers subject to disaster service activities as may be assigned.

California Government Code 3100