



## **STATE OATH OF ALLEGIANCE**

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.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Signature of Authorized Official

\_\_\_\_\_  
Signature of Employee

\_\_\_\_\_  
Title

\_\_\_\_\_  
Department

**WHO MUST SIGN THE OATH:** All persons (other than aliens) employed by UC Hastings College of the Law, in common with all other California public employees, whether with or without compensation, must sign the Oath, (Calif. Constitution, Article XX, Section 2, Calif. Government Codes, Sections 3 100-3 102).

All persons re-employed by UC Hastings College of the Law after a termination of service must sign a new Oath if the date of re-employment is more than one year after the date on which the previous Oath was signed. (Calif. Government Code Section 3102).

**WHEN OATH MUST BE SIGNED:** The Oath must be signed **BEFORE** the individual enters upon the duties of employment, (Calif. Constitution, Article XX, Section 3: Calif. Government Code Section 3102).

**WHERE OATHS ARE FILED:** The Oaths of all employees of UC Hastings College of the Law shall be filed with Human Resources.

**FAILURE TO SIGN THE OATH:** No compensation for services performed prior to his/her subscribing to the Oath or affirmation may be paid to a College employee, and no reimbursement for expenses incurred may be made prior to his/her subscribing to the Oath or affirmation.

**PENALTIES:** "Every person who, while taking and subscribing to the Oath or affirmation required by this chapter, states as true and material which he/she knows to be false, is guilty of perjury, and is punishable by imprisonment in the state prison not less than one or more than 14 years." (Calif. Government Code, Sect. 3102).