



Published on *Policies and Procedures* (<https://policy.arizona.edu>)

[Home](#) > Loyalty Oath

Policy Contents

- [Policy](#)
- [Related Information*](#)
- [Revision History*](#)

Policy Information

Effective Date:

September 1, 1988

Last Revised Date:

August, 2017

Policy Number:

HR-402

Reference:

Classified Staff Human Resources Policy Manual 109.0

University Handbook for Appointed Personnel 206.11

Student Employment Manual 105.0

University Staff Manual 1-104

Responsible Unit:

Human Resources

Email:

hadmin@email.arizona.edu [1]

Policy

Arizona state law requires that each employee (excluding aliens) affirm their allegiance to the United States and State of Arizona by signing an Oath of Loyalty prior to commencing employment.

An employee who objects on **religious grounds** to the loyalty oath form may revise this form or submit an alternative signed loyalty oath that (1) is acceptable to the employee's religious beliefs and (2) otherwise retains the meaning and intent of the loyalty oath's statutory requirements.

Related Information*

[Arizona Board of Regents Policy 6-701. Loyalty Oath](#) [2]

[Arizona Revised Statutes 38-231. Officers and employees required to take loyalty oath; form; classification; definition](#) [3]

Revision History*

12/01/2023: Updated responsible unit email address.

03/01/2023: "Division of Human Resources" change to "Human Resources."

09/09/2022: Revised to reflect gender neutral pronouns.

08/2017: Non-subsantive revisions.

Source URL:<https://policy.arizona.edu/employment-human-resources/loyalty-oath>

Links

[1] <mailto:hradmin@email.arizona.edu> [2] <https://public.powerdms.com/ABOR/documents/1499294>
[3]

<http://www.azleg.state.az.us/FormatDocument.asp?inDoc=/ars/38/00231.htm&Title=38&DocType=ARS>