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[Home](#) > Loyalty Oath

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## Policy Contents

- [Policy](#)
- [Related Information\\*](#)

## 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

**Responsible Unit:**

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## Policy

Arizona state law requires that each employee (excluding aliens) affirm her or his 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]

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**Source URL:** <http://policy.web.arizona.edu/employmenthuman-resources/loyalty-oath>

**Links**

[1] <mailto:hradmin@email.arizona.edu>

[2] <https://public.azregents.edu/Policy%20Manual/6-701-Loyalty%20Oath.pdf>

[3]  
<http://www.azleg.state.az.us/FormatDocument.asp?inDoc=/ars/38/00231.htm&Title=38&DocType=ARS>