	Florida Gulf Coast University Policy Manual	Policy: 3.023 Approved: 10/23/09
	TITLE: LOYALTY OATH	Responsible Executive: <i>Vice President, Administrative Services and Finance</i> Responsible Office: <i>Human Resources</i>

POLICY STATEMENT: All persons employed by Florida Gulf Coast University are required to execute a proper oath of loyalty on or before their first day of employment.

REASON FOR POLICY: This policy is required according to Florida Statute 876.05(1).

PROCEDURES: As part of the new employee orientation process, Human Resources shall administer the oath as follows:

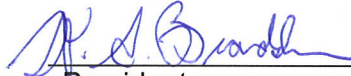
“I, _____, a citizen of the State of Florida and of the United States of America and being employed by or an officer of Florida Gulf Coast University and a recipient of public funds as such employee or officer, do hereby solemnly swear or affirm that I will support the Constitution of the United States and of the State of Florida.”

The oath set forth above may be modified to reflect that the person executing the oath is a resident alien and is not a citizen since the purpose of s.876.05 is intended to insure the loyalty of such employee to the state and the United States and it is not to require that all such employees be citizens. (Attorney General Office Advisory Legal Opinion – AGO 84-66.)

The notarized oath shall be filed in the personnel file maintained by the Department of Human Resources.

HISTORY: New 7/1/93; Revised 10/23/09

APPROVED



President

October 23, 2009

Date