

	<b>FGCU POLICY 3.023</b>	<b>Responsible Unit:</b> Human Resources
	<b>Loyalty Oath</b>	

**A. POLICY STATEMENT**

All persons employed by Florida Gulf Coast University are required to execute a proper oath of loyalty on or before their first (1<sup>st</sup>) day of employment.

**B. REASON FOR POLICY**

This Policy is required according to section 876.05(1), Florida Statutes.

**C. PROCEDURES**

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

*“I, \_\_\_\_\_, a citizen of the State of \_\_\_\_\_ 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.”*

2. The oath set forth above may be modified to reflect that the person executing the oath is a citizen of the United States but a resident of another state, or a resident alien and is not a citizen since the purpose of section 876.05, Florida Statutes 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. (AGO 84-66.)
3. The notarized oath shall be filed in the personnel file maintained by Human Resources.

*Authority*

*Section 876.05, Florida Statutes*

*History of Policy*

*New 07/01/93; Amended 10/23/09; Amended 12/19/16; Format Changed 09/10/19*

**APPROVED**

          \*s/Wilson G. Bradshaw            
Wilson G. Bradshaw, President

December 19, 2016  
Date