

**North Orange County Regional Occupational Program**  
**OATH OR AFFIRMATION**  
**ROP AR 4112.3**  
**4212.3**  
**4312.3**

## **Administrative Regulation**

### **All Personnel**

All public employees are disaster service workers. As such, before beginning employment with the ROP, employees must take the oath or affirmation required by law. In the event of natural, manmade or war-caused emergencies which result in conditions of disaster or extreme peril to life, property and resources, all ROP employees are subject to disaster service activities as assigned to them by their supervisors.

The Superintendent or designee shall administer the above oath when the ROP employees are hired.

Legally employed non-citizens shall be exempt from taking this oath.

At the advice of legal counsel, the Superintendent or designee may exempt a prospective employee from taking the above oath if he or she raises a valid religious objection.