

GARRITY NOTIFICATION

1. You are being questioned as a subject as part of an employment investigation. This is not a criminal investigation.
2. You must fully, truthfully and accurately answer these questions. Refusal to answer these questions may result in discipline, up to and including discharge from state service.
3. The answers you give in response to my questions cannot be used against you in a criminal prosecution nor can the information you give be provided, in any form, to criminal investigators.
4. The answers you give to these questions can be used against you in a personnel action. This personnel action could result in discipline, up to and including discharge.

NOTIFICATION ACKNOWLEDGEMENT:

I acknowledge, prior to being asked any questions, that I have read and understand the above Garrity Notification and have been informed of the following:

- The nature of the allegation(s) made against me or for which I may have knowledge.
- Upon the request of any employee who is called to an investigatory meeting or a meeting which may result in discipline being imposed upon the employee, the employee shall be entitled to the presence of a Union Representative (DOC/AFSCME contract Article 50, Section 5 and DOC/AOCE contract Article 43, Section 5).
- If I initially choose not to have union representation, I can request such representation at any time during the interview.
- I am expected to comply with DOC Policy 20.1.3 (Code of Conduct), by providing truthful and accurate responses, and that my failure to do so may result in discipline up to and including discharge from state service.

I understand that my signature below does not constitute any acknowledgement of wrong-doing, but only that I have been informed of the notifications stated above.

At this time, **I do** / **do not** elect to have union representation present at this interview.
(Please circle one)

Employee's Name (print)

Signature

Date

Union Representative's Name (print)

Signature

Date

Interviewer's Name (print)

Signature

Date