

**Sample “Garrity Notice” or “Use Immunity Notice”
for bargaining unit employees**

“You are advised that you are being questioned as part of an official investigation by the (investigating agency). You will be asked questions specifically directed and narrowly related to the performance of your official duties or fitness for office. You are entitled to all the rights and privileges guaranteed by the laws and Constitution of Ohio and the Constitution of the United States. This includes your right not be compelled to incriminate yourself and to have a union representative present during questioning. I further wish to advise you that if you refuse to issue a statement or to answer questions relating to the performance of your official duties or fitness for duty you will be subject to departmental charges which could result in your termination. If you do answer, neither your statements nor any information or evidence, which is gained by reason of such statements, can be used against you in any subsequent criminal proceeding. However, these statements may be used against you in relation to subsequent disciplinary actions.”