

**GENESEE COUNTY GARRITY DISCIPLINARY INTERVIEW
ADVICE OF RIGHTS AND DUTY, AND ACKNOWLEDGMENT**

Employee Name: _____

Social Security Number: _____

Date of Interview: _____

ADVICE OF RIGHTS AND DUTY

This interview is being conducted as part of an internal disciplinary investigation. Any statements submitted by you will be used only for internal disciplinary purposes, and will not be used against you in any possible criminal proceeding. "Statements," for purposes of this ADVICE OF RIGHTS AND DUTY, includes oral or written statements made by you during this interview or any follow-up disciplinary interview, and any special reports submitted by you to, and at the request of, the person conducting this interview.

As a condition of employment, you are required to abide by the rules and regulations of the Employer. You must give statements at the order of a superior, or become subject to employment disciplinary action for the refusal to obey.

For purposes of any criminal proceeding, you have your constitutional right to remain silent under the Fifth and Fourteenth Amendments to the United States Constitution and Article 1, Section 17 of the Michigan Constitution of 1963. Further, you may rely specifically on the protection afforded under the United States Supreme Court decision in **Garrity v New Jersey, 385 US 493 (1967)**, should any statement as defined above be used against you in a criminal proceeding.

ACKNOWLEDGMENT

My signature below signifies that I have had the opportunity to review the above ADVICE OF RIGHTS AND DUTY, in advance of being interviewed, and that I understand my rights and duty as summarized therein.

Employee Signature and Date

WITNESS:
