

GADSDEN COUNTY SCHOOL DISTRICT

GARRITY WARNING

This is an administrative investigation conducted on behalf of the School District into your actions. The School District has delegated its investigative powers to us. This investigation could lead to disciplinary action against you.

This is a compelled statement. In administrative investigations that could lead to disciplinary action, the law extends protections to you regarding the privilege against self-incrimination. Truthful statements compelled through administrative investigations such as this one may not form the basis of criminal prosecution against you. You cannot be compelled to waive this privilege.

Thus, the compelled statements you provide today are privileged and cannot be used against you in a criminal prosecution but can be used to form the basis of administrative/disciplinary action and can otherwise be considered by the school district in its evaluation of this investigation and your employment.

Additionally, your refusal to provide a statement in this administrative investigation may be taken into consideration in evaluating the results of this investigation or your employment with the District. If you have been ordered to provide a statement by an administrator with the authority to do so, your refusal to provide a statement may constitute a separate offense of insubordination.

Further, a false statement to us could be used against you in a criminal prosecution for the false statement and can also lead to administrative/disciplinary action against you or otherwise be considered by the school district in its evaluation of this investigation and your employment.

