

OHIO DEPARTMENT OF NATURAL RESOURCES
INTERNAL INVESTIGATION WARNING

TO: _____ (Print Employee's Name)

You are hereby advised that you are about to be questioned as part of an official administrative investigation by the Ohio Department of Natural Resources. You will be asked questions specifically directed and narrowly related to the performance of your official duties or fitness as an employee of the Ohio Department of Natural Resources. The purpose of this interview is to assist in determining whether disciplinary action is warranted and the answers furnished may be used in disciplinary proceedings that could result in administrative action taken against **you**.

You are entitled to all the rights and privileges guaranteed by the laws and constitution of Ohio and the Constitution of the United States, including the right not to be compelled to incriminate yourself and to avail yourself of legal counsel.

You are further advised that if you refuse to **testify** or answer questions relating to the **performance** of your official duties or fitness for duty you will be subjected to departmental disciplinary actions which could result in your dismissal from the department.

If you do answer, these statements may be used against you in departmental disciplinary proceedings. But, 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** proceedings. Furthermore, this information is confidential and will not be released by the Ohio Department of Natural Resources except as mandated by an appropriate legal authority or as is necessary for disciplinary proceedings and appeals of such proceedings.

Investigating Officer

Employee's Signature

Date/Time

Date/Time

Case Number

Witness Signature

Date/Time