



The Woodlands Fire Department

9951 Grogans Mill Road, The Woodlands, TX 77380
Tel 281-367-3444 - Fax 281-367-2693

Garrity Notice

The investigator(s) wishes to advise that you are being interviewed as part of a fact-finding process initiated and supported by The Woodlands Fire Department.

You are entitled to all rights and privileges guaranteed by the laws and Constitution of the United States and the state of Texas including the right not to be compelled to incriminate yourself. We further wish to advise you that if you refuse to give information or to answer questions truthfully relating to the fact-finding process, you will be subject to disciplinary action up to and including 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 TWFD disciplinary action.

I hereby certify that I understand this warning and its implications.

Employee Name (print)

Employee Signature

Date

Witness Name (print)

Witness Signature

Witness Name (print)

Witness Signature