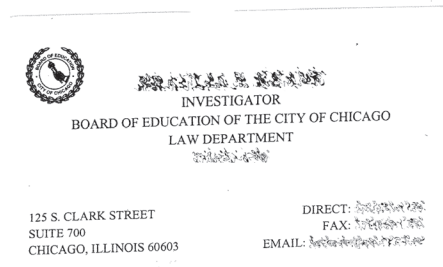


Know Your Rights!

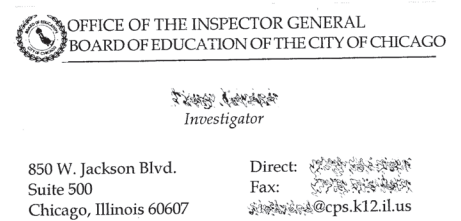
If anyone asks you any questions that may possibly lead to an investigation or possible disciplinary action **YOU HAVE THE RIGHT TO UNION REPRESENTATION!**

The agencies that conduct investigations are:

THE CHICAGO PUBLIC SCHOOLS
LAW DEPARTMENT



THE CHICAGO PUBLIC SCHOOLS
OFFICE OF THE INSPECTOR GENERAL



FACT FINDERS GROUP INC.
RESEARCH AND INVESTIGATIVE
SERVICES



ILLINOIS DEPARTMENT OF CHILDREN
AND FAMILY SERVICES (DCFS)



If you are questioned by anyone and they tell that you must answer, on the back of your Chicago Teachers Union membership card is printed your Weingarten Rights. Either read them or present them to the individual who is questioning you. **Explain that you are more than willing to cooperate with them but you want your representative there with you.**

Also, if anyone wants to conduct a telephone interview with you, the CTU recommends that you meet with the investigator **face-to-face**. At times these conversations could be recorded.