**Confidentiality and non-disclosure in workplace investigations**

1. I, the undersigned \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (first and last name) acknowledge that my testimony has been requested by an investigator as part of an independent workplace investigation. I agree to answer questions put to me in a frank and honest manner and I agree to maintain confidentiality in relation to all information shared with me by the investigator.
2. I acknowledge that I must not share confidential information of which I am aware, including information shared with me in connection with the investigation, other than for official purposes authorized by [EMPLOYER]. I acknowledge that I shall not discuss (orally or in writing) the allegations or the investigative process with anyone, including witnesses, unless I have received written permission to do so from [EMPLOYER] or the investigator.
3. I agree that this agreement is effective after the term or end of my employee/employer relationship or affiliation with the [EMPLOYER]. In the same vein, I agree to take all necessary precautions to avoid the disclosure of confidential information.
4. I undertake to maintain the confidentiality and integrity of the investigation process as set out above.
5. I understand that disclosing any confidential information could lead me to disciplinary measures including layoff or legal action.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 Date

Employee or affiliate