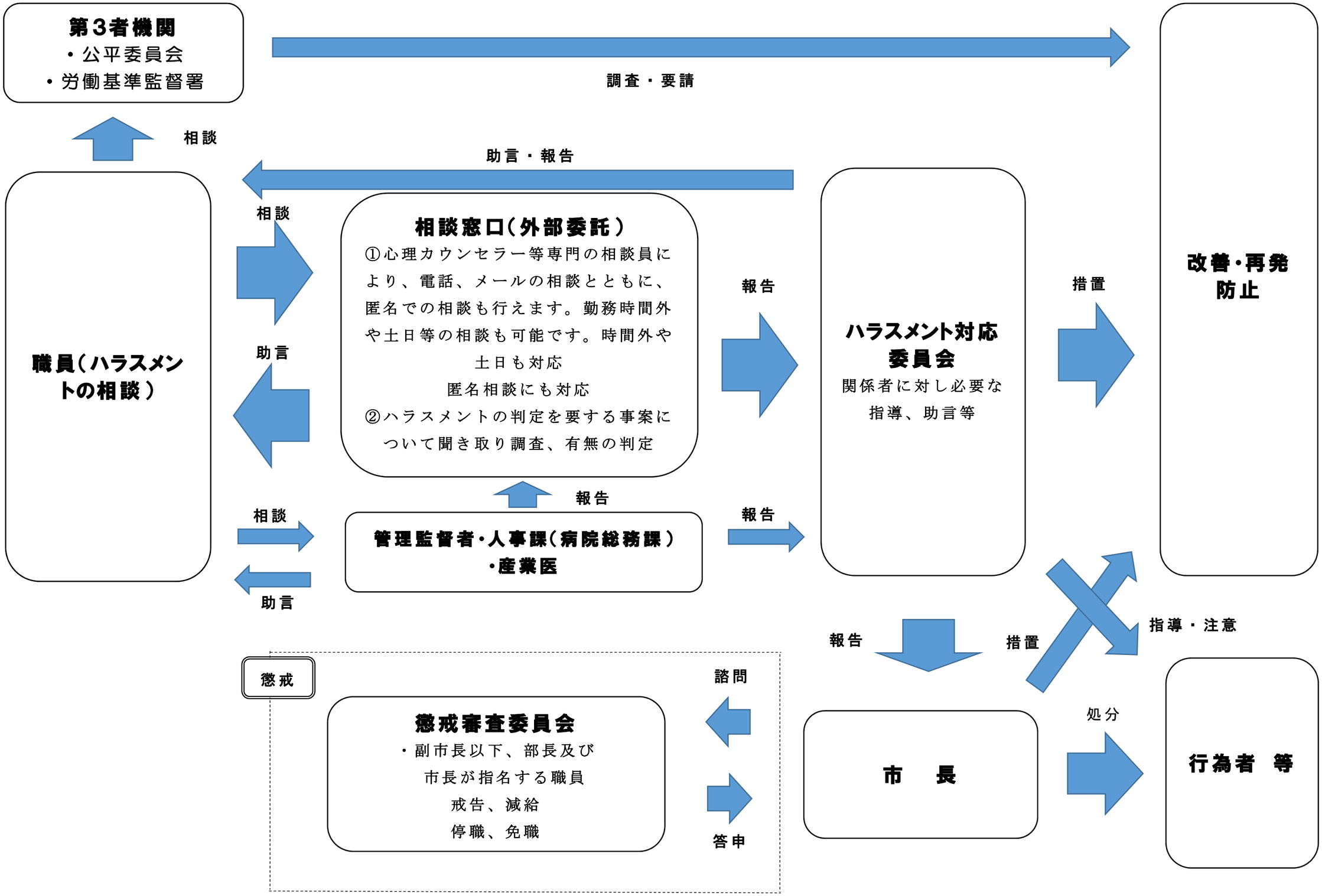ハラスメント相談及び対応のフロー