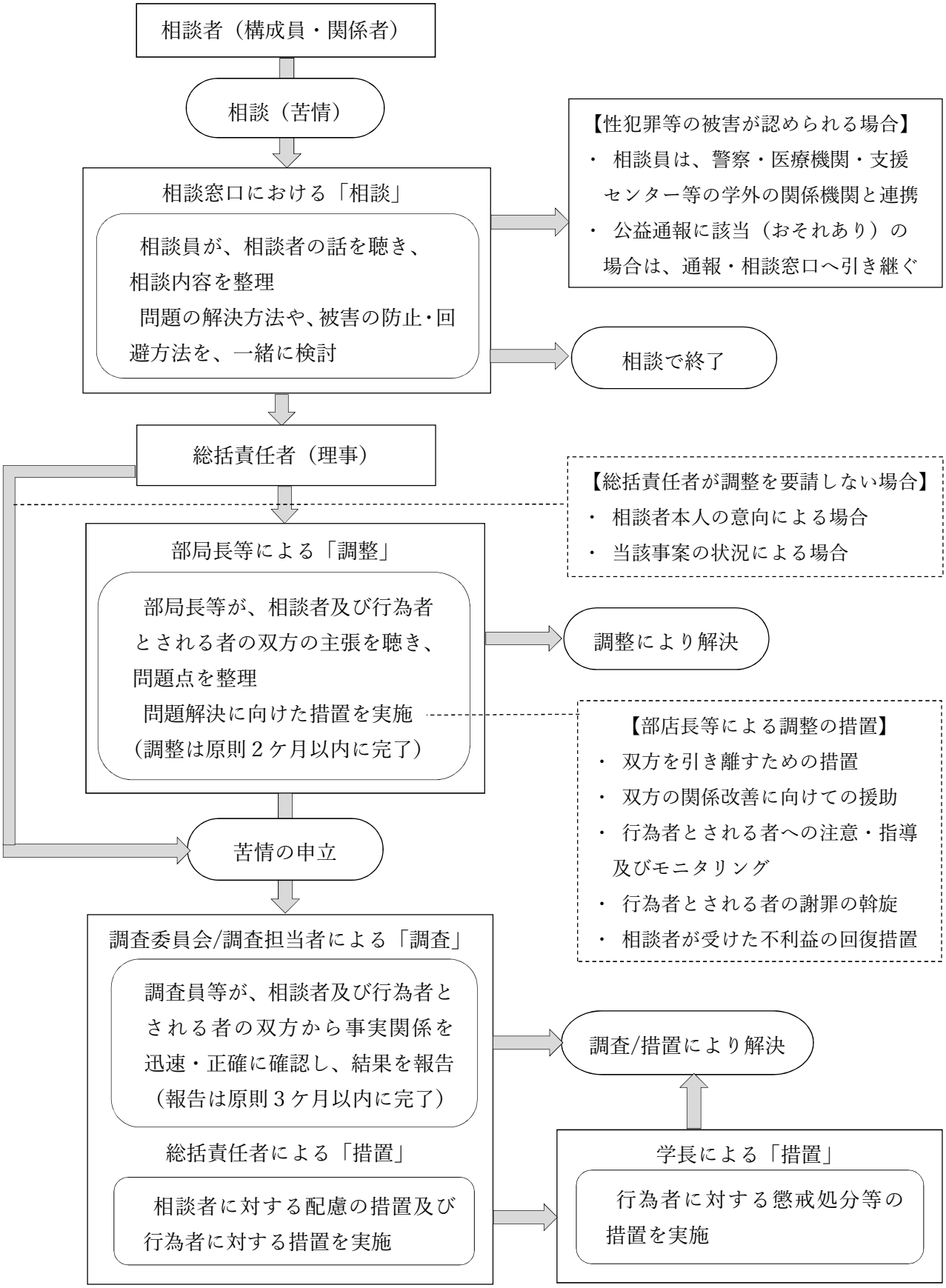ハラスメント等解決への流れ