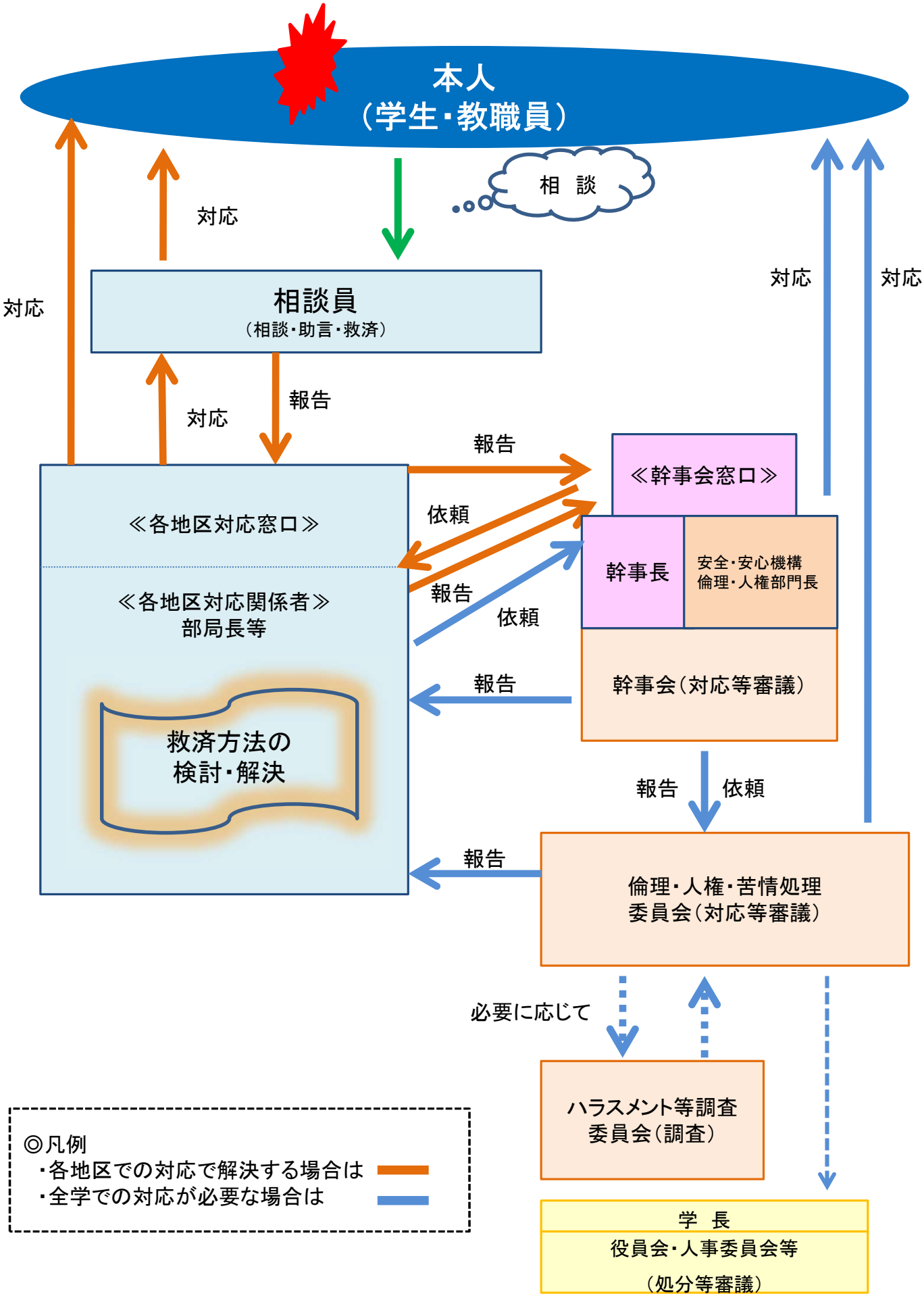ハラスメント等相談の流れ図