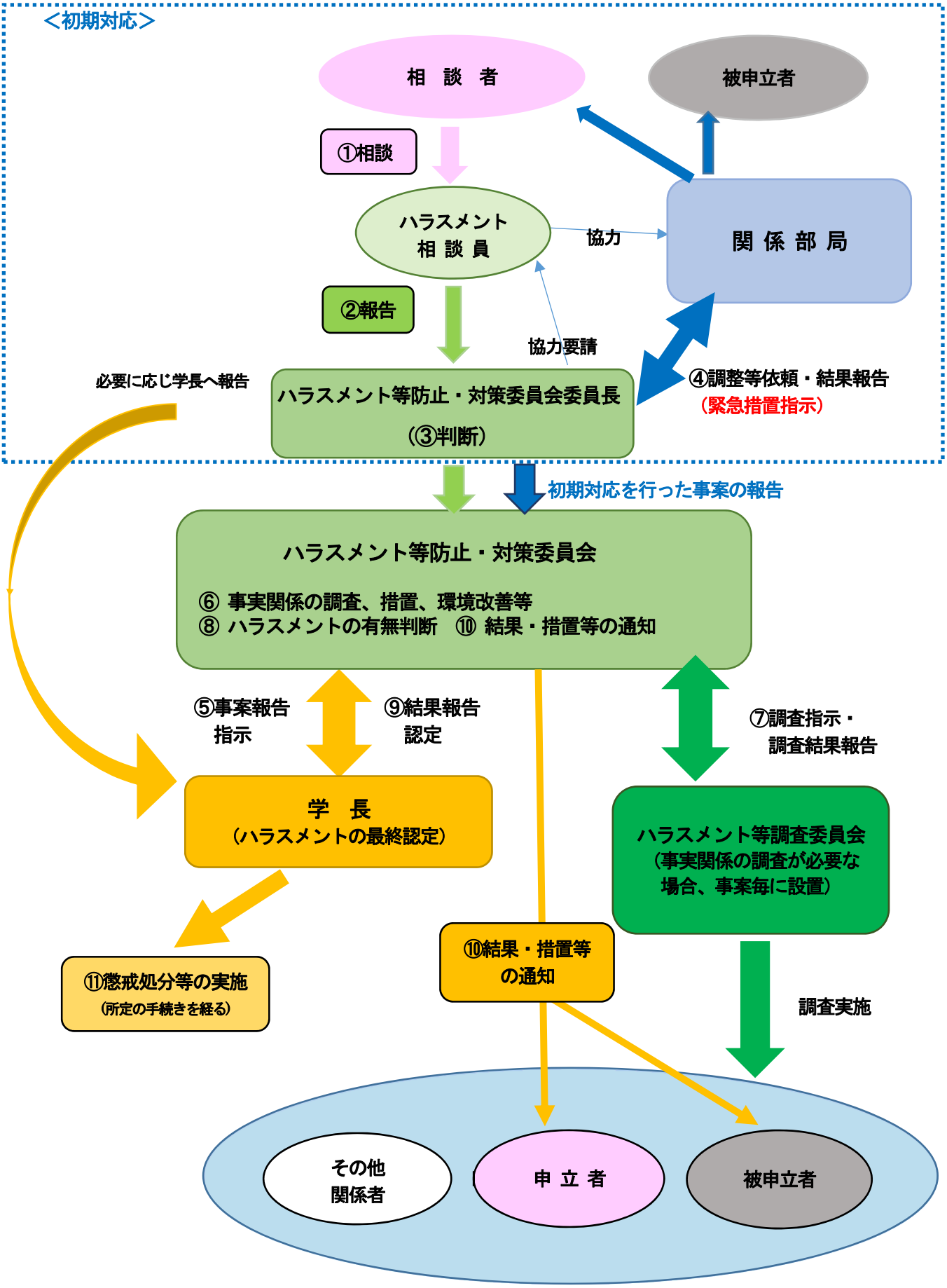ハラスメント等に関する相談の流れ