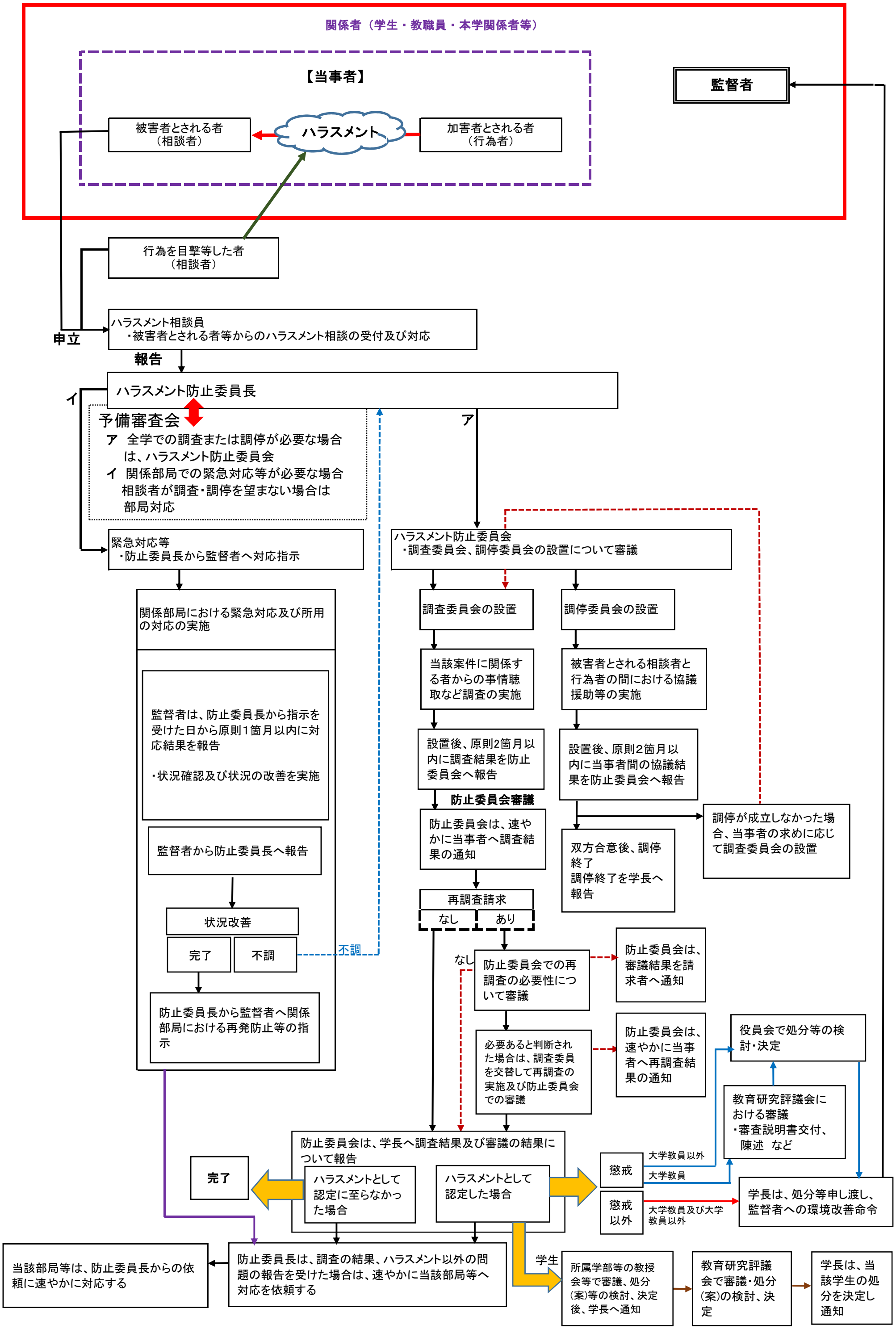ハラスメント対応体系図