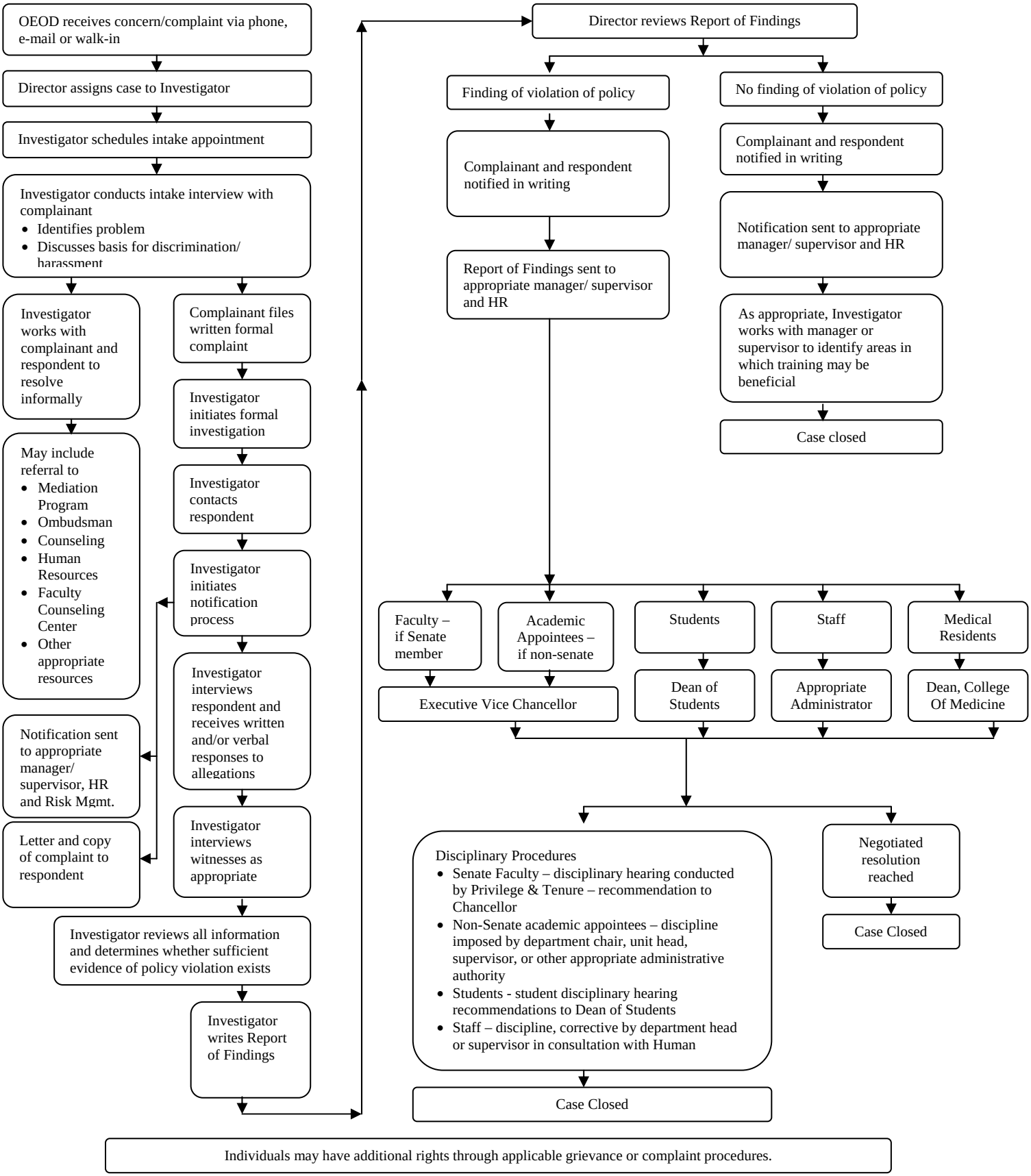Sexual Harassment and Discrimination Complaint Investigation Procedures