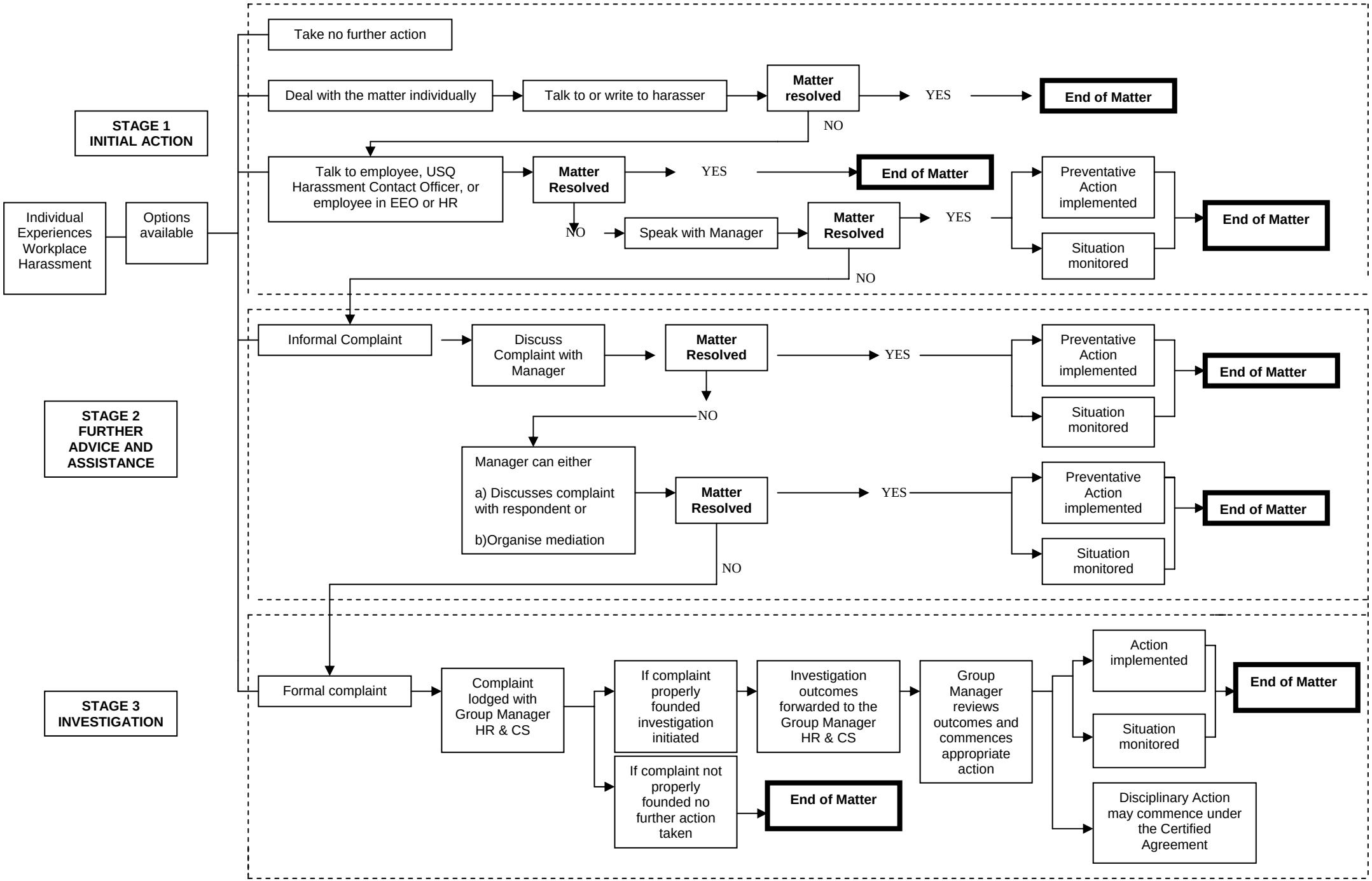Complaint Resolution Procedures for Workplace Harassment