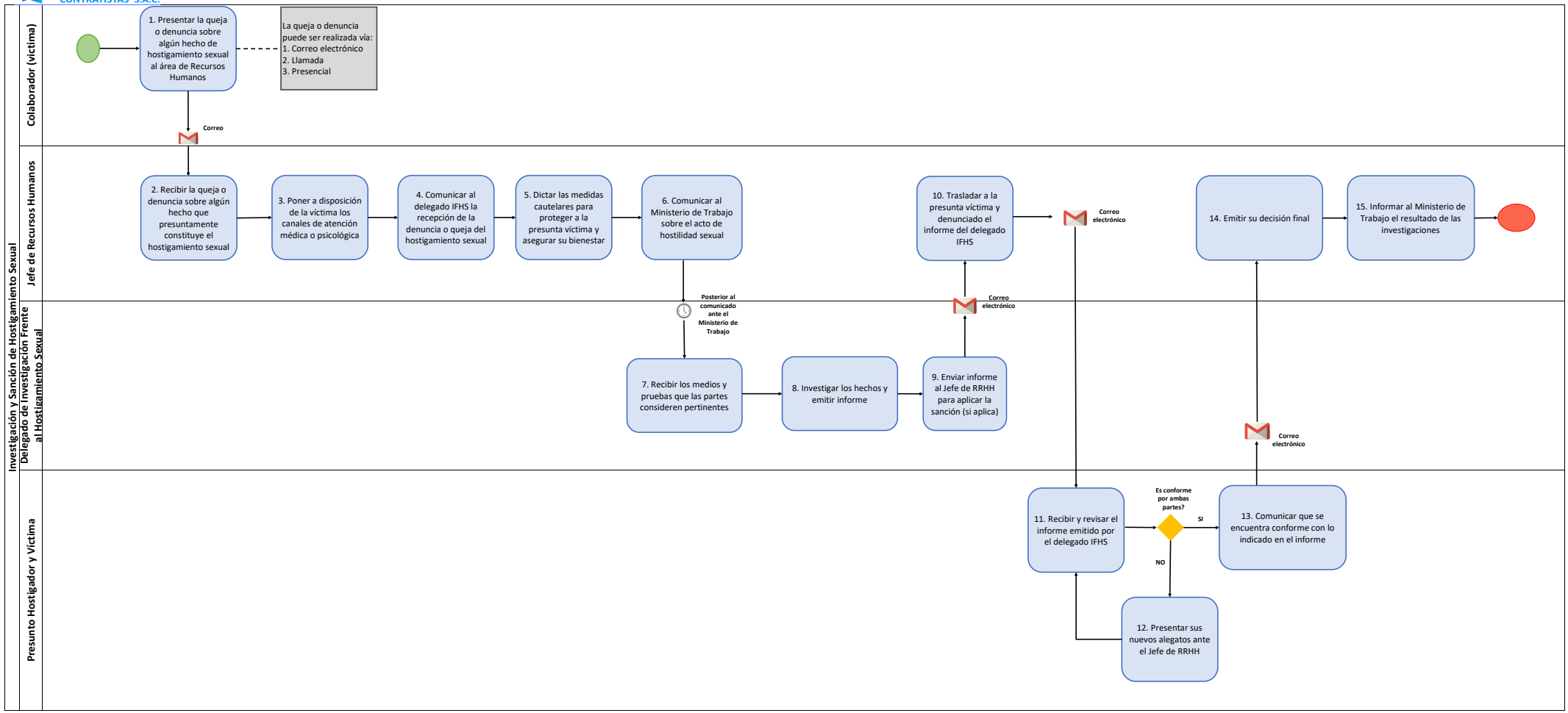FLUJOGRAMA DE INVESTIGACIÓN Y SANCIÓN DE HOSTIGAMIENTO SEXUAL