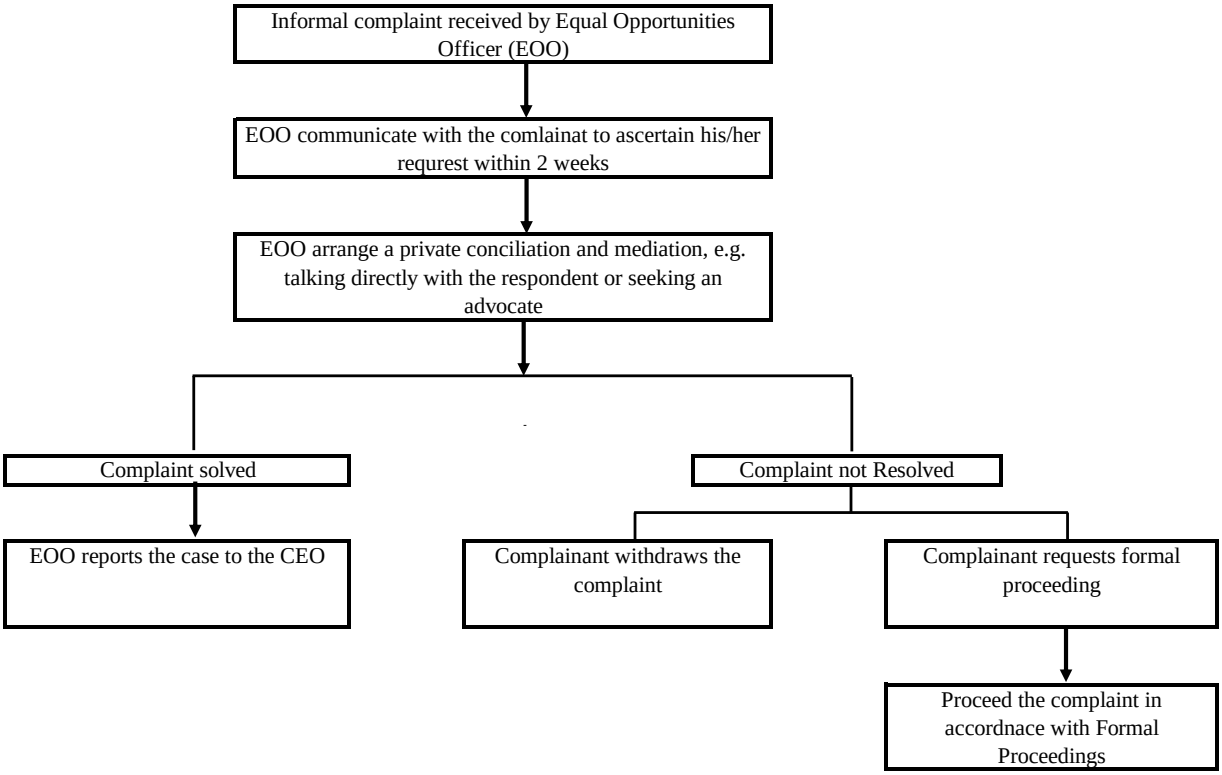Informal Proceedings on Complaints of Harassment, Discrimination, Vilification of Victimization