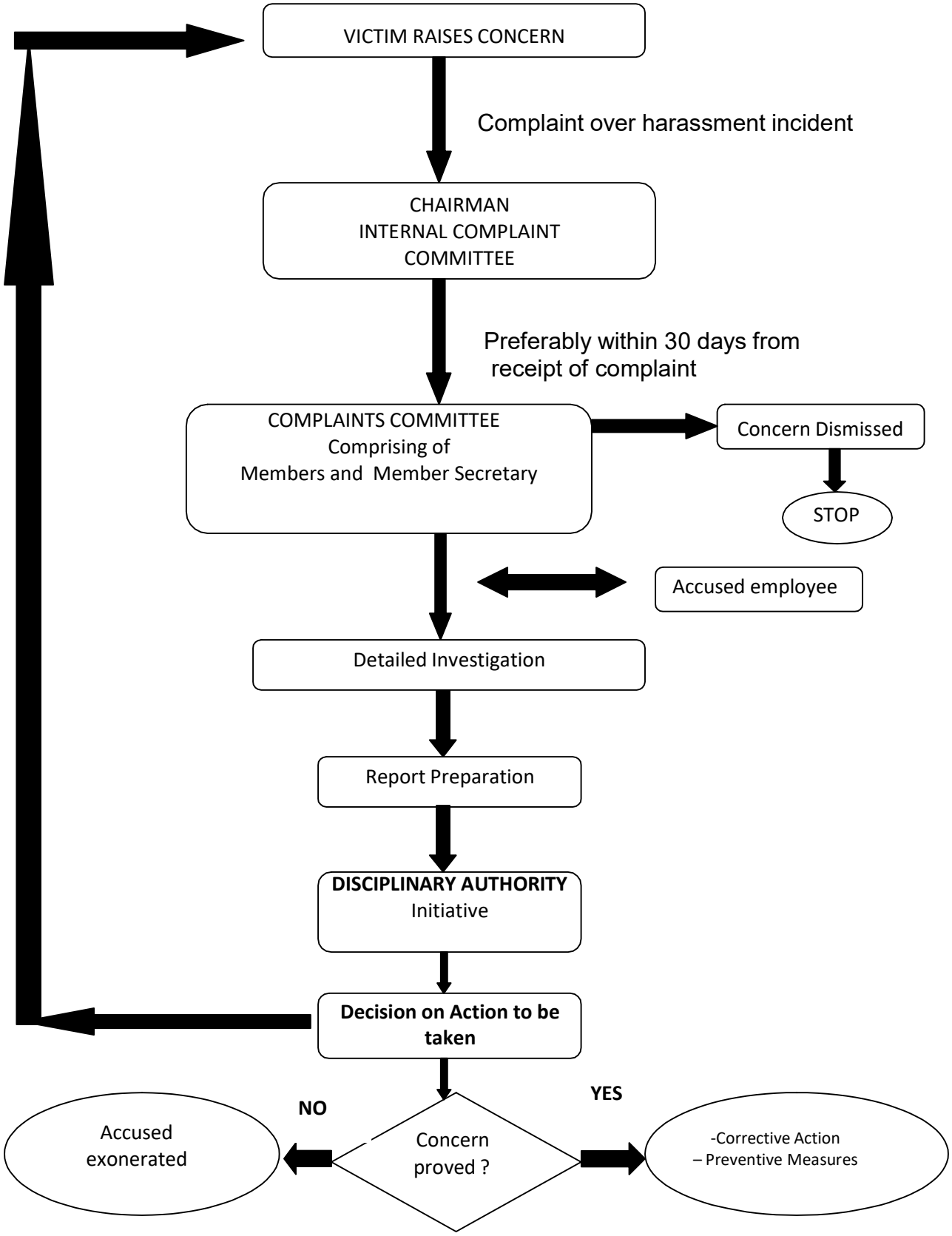PROCESS FLOW CHART OF GRIEVANCE SETTLEMENT ON SEXUAL HARASSMENT