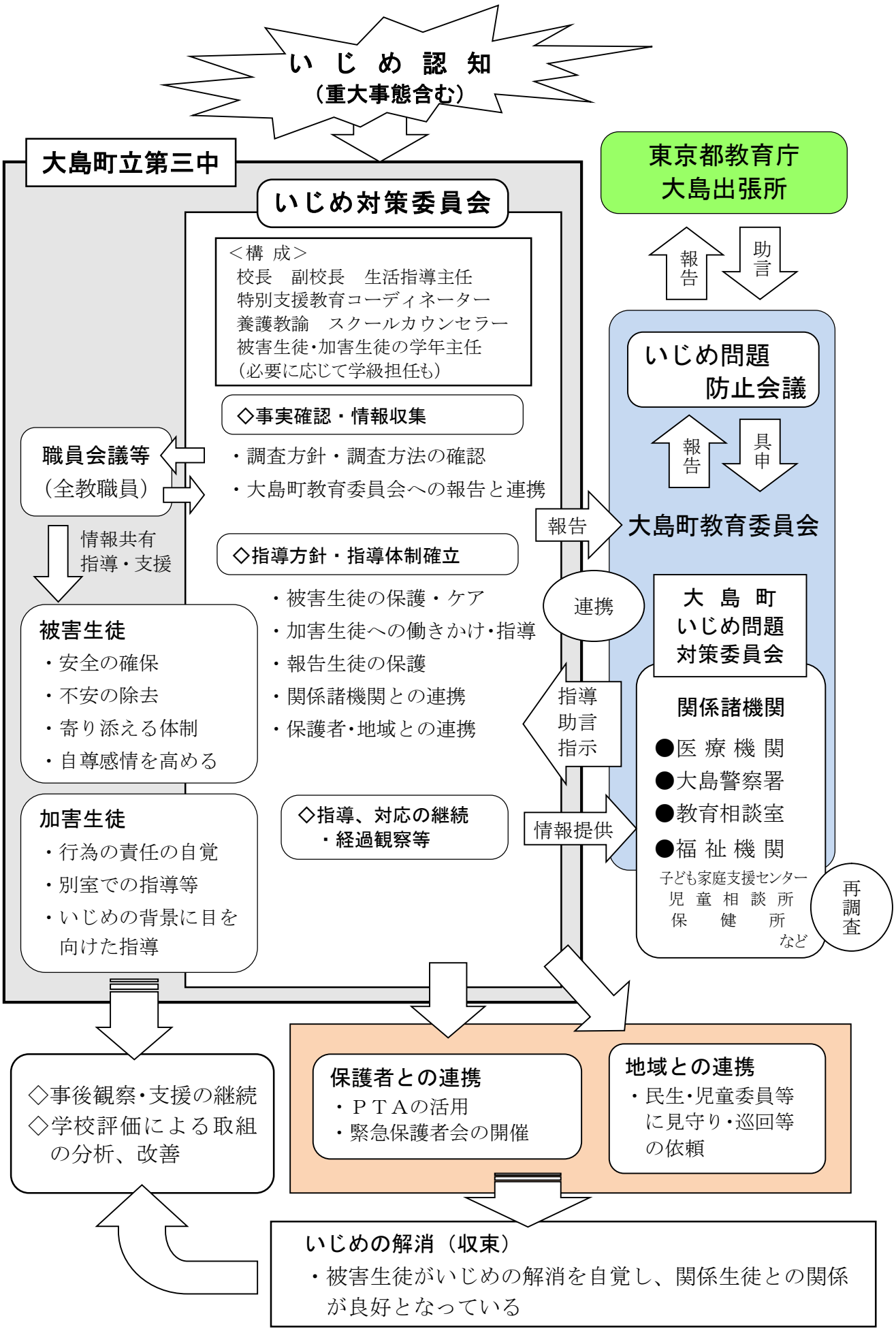別紙　組織的ないじめ対応の流れ