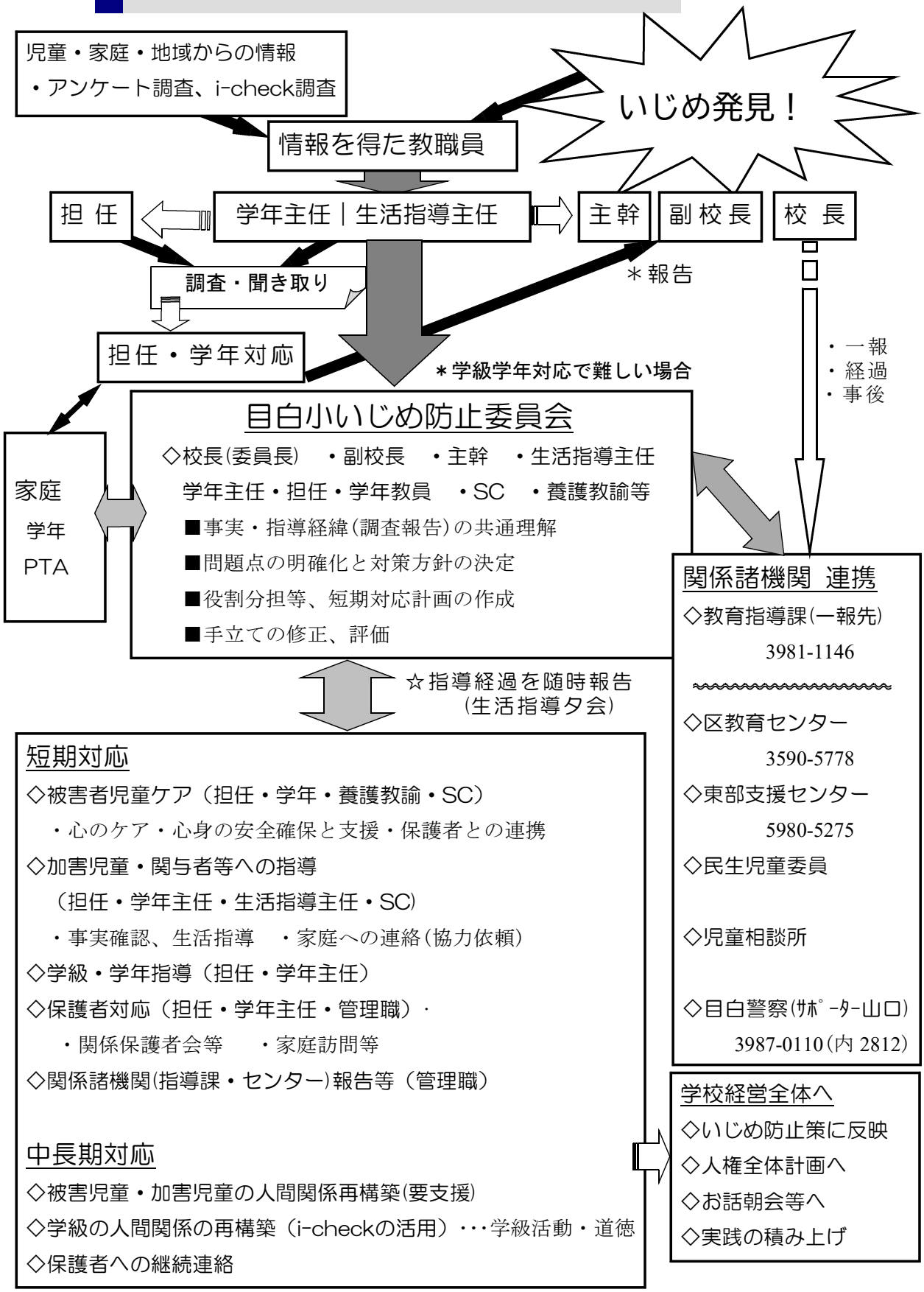いじめに対する組織対応フロー