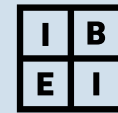


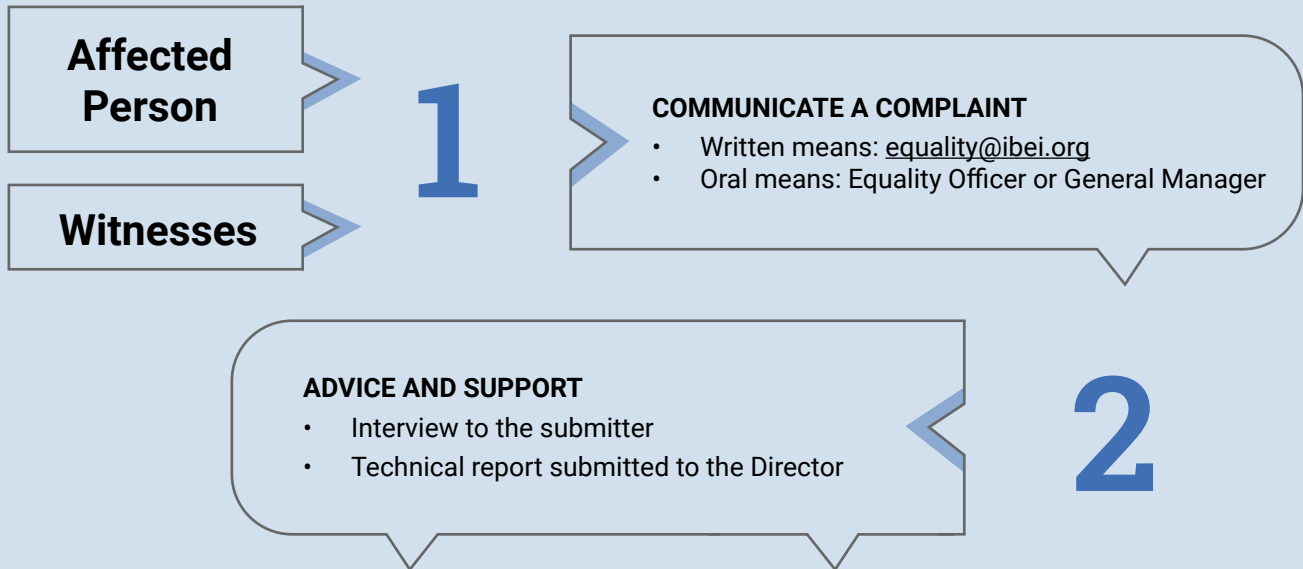
# INTERNAL PROCEDURE

Protocol against sexual harassment and harassment based on sex, sexual orientation, and gender identity & expression

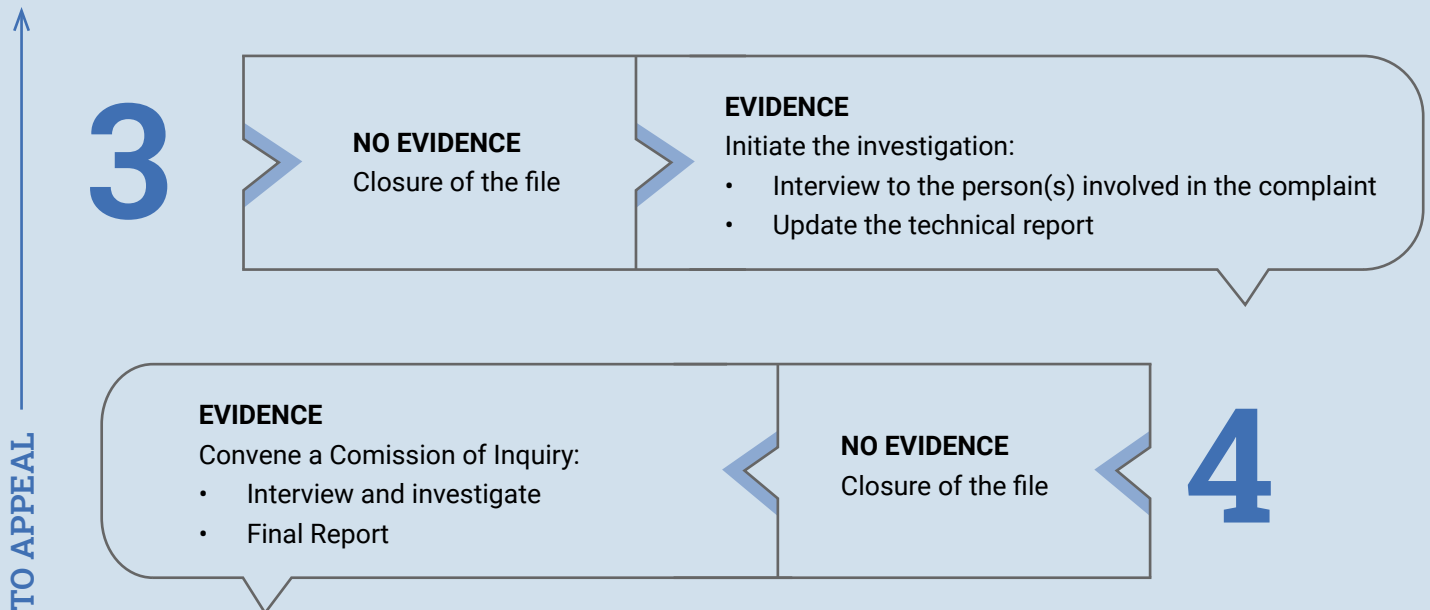


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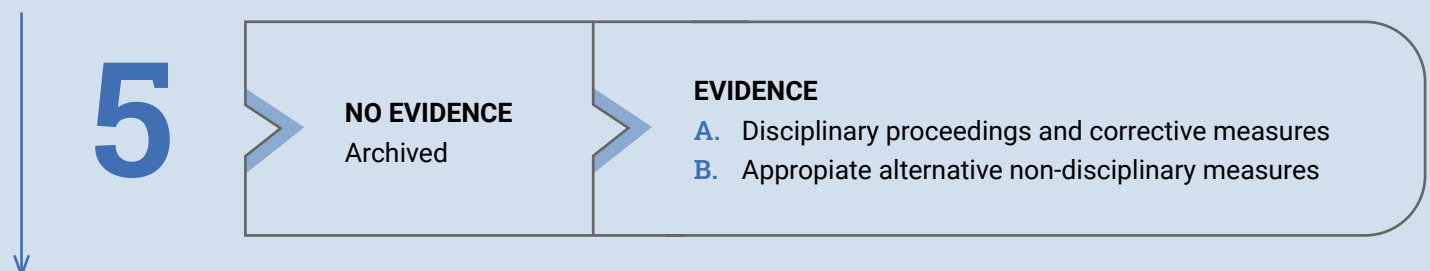
## PHASE 1: COMMUNICATE & ADVICE



## PHASE 2: INTERNAL REPORTING & INVESTIGATION



## PHASE 3: RESOLUTION



Protocol for the prevention, identification & resolution of these situations

**40 working days**