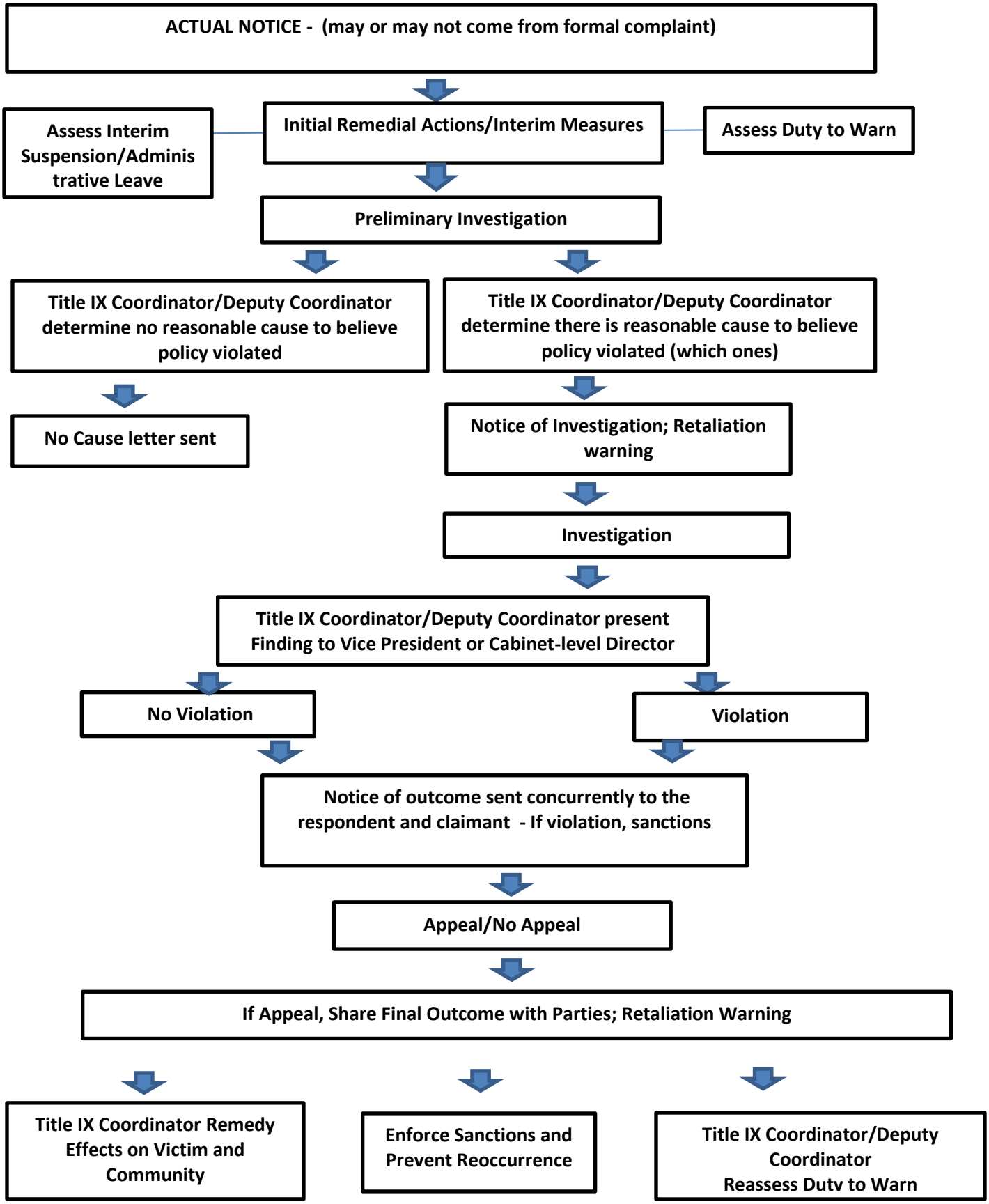SEXUAL HARASSMENT TITLE IX COMPLAINT/APPEAL FOR EMPLOYEES