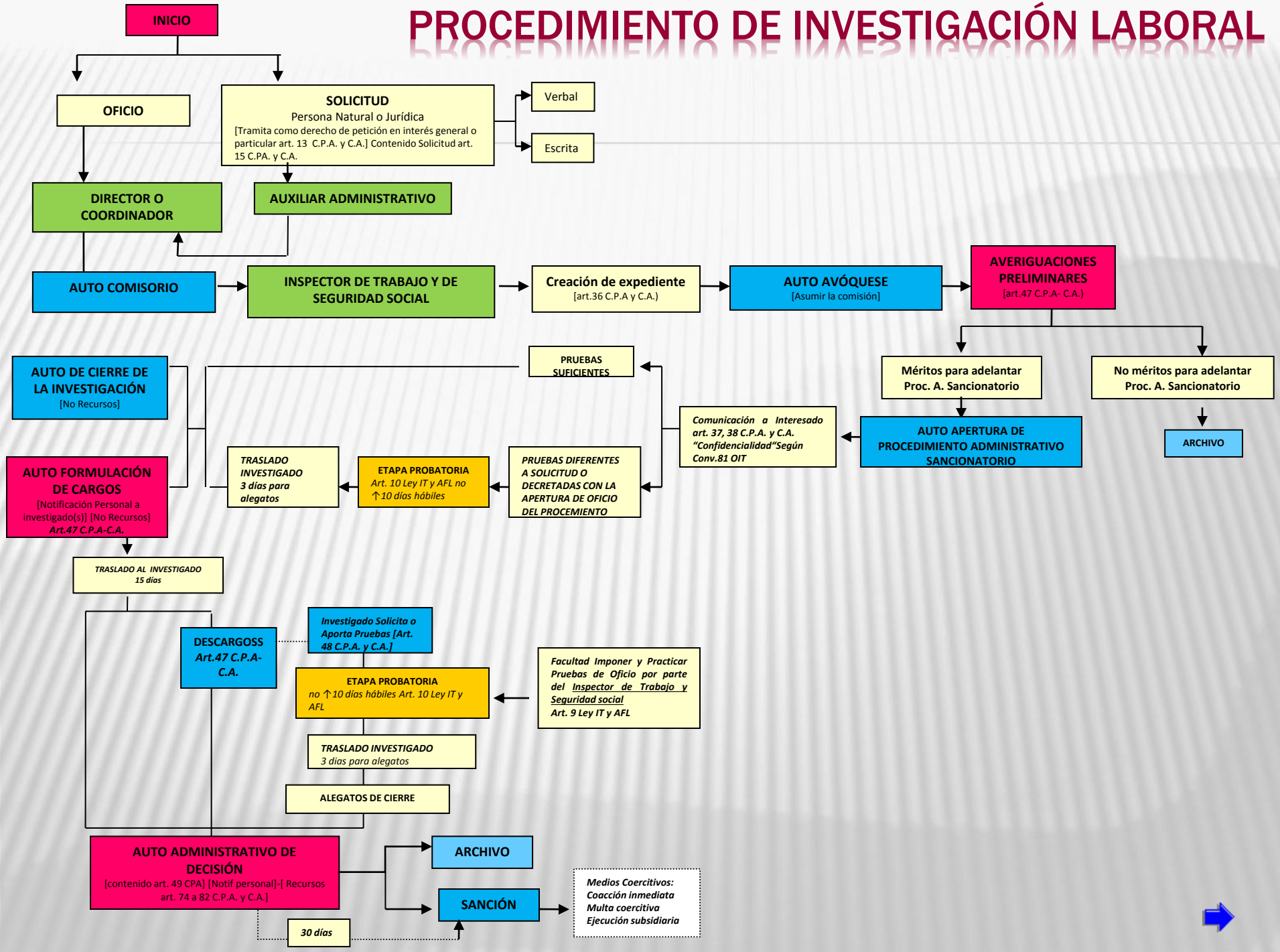PROCEDIMIENTO DE INVESTIGACIÓN LABORAL