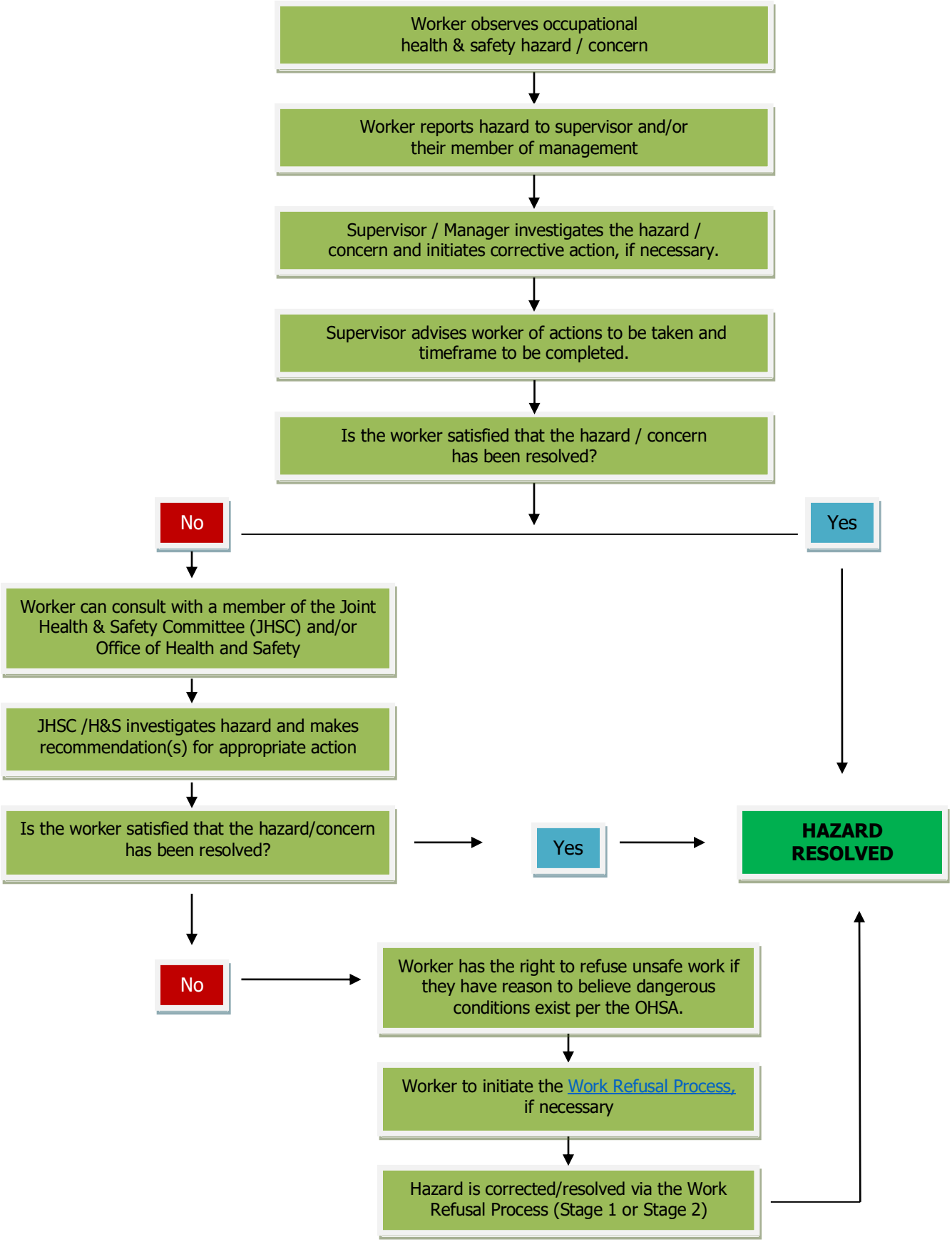Internal Responsibility System Flowchart