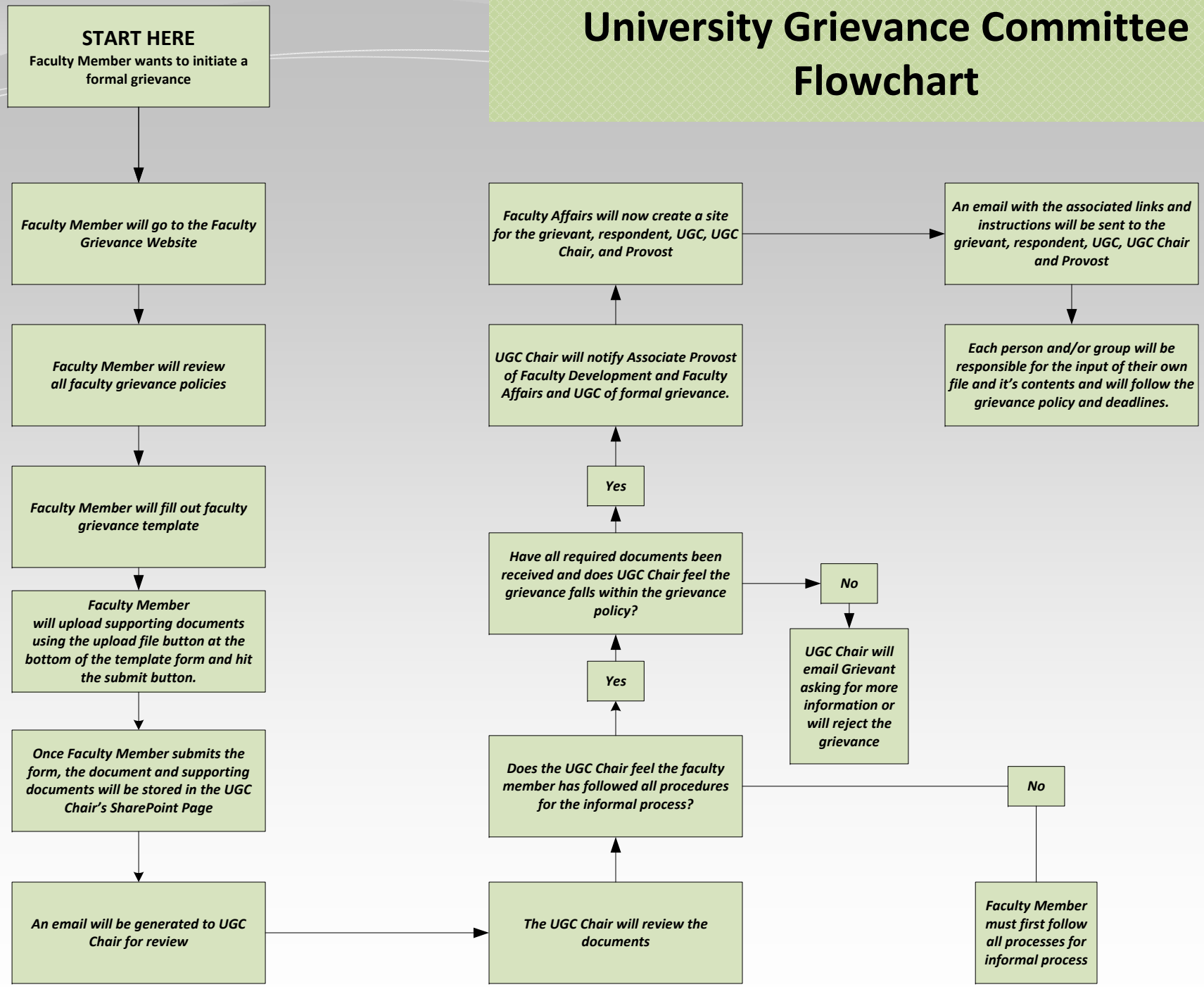University Grievance Committee Flowchart