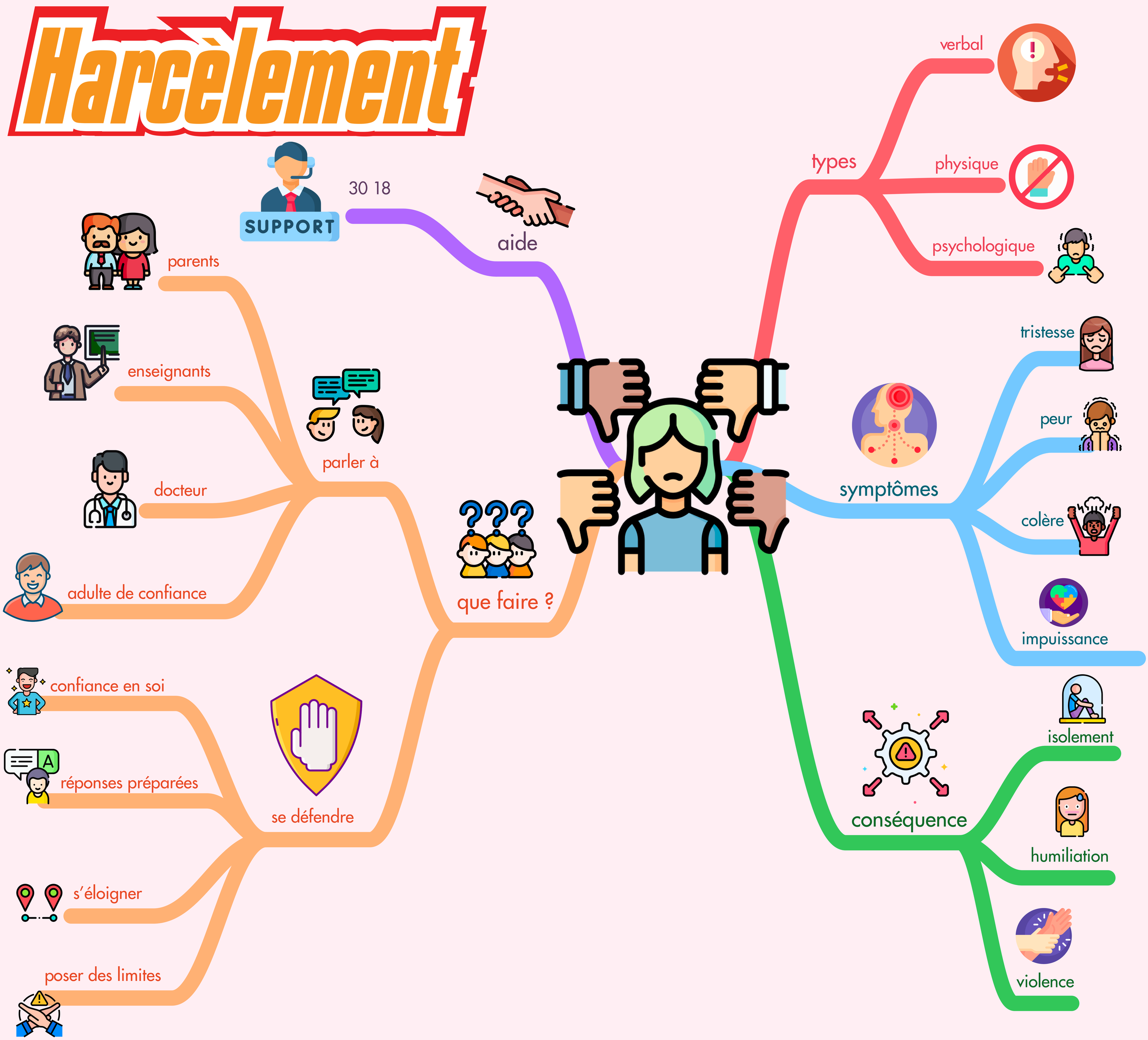Harcèlement