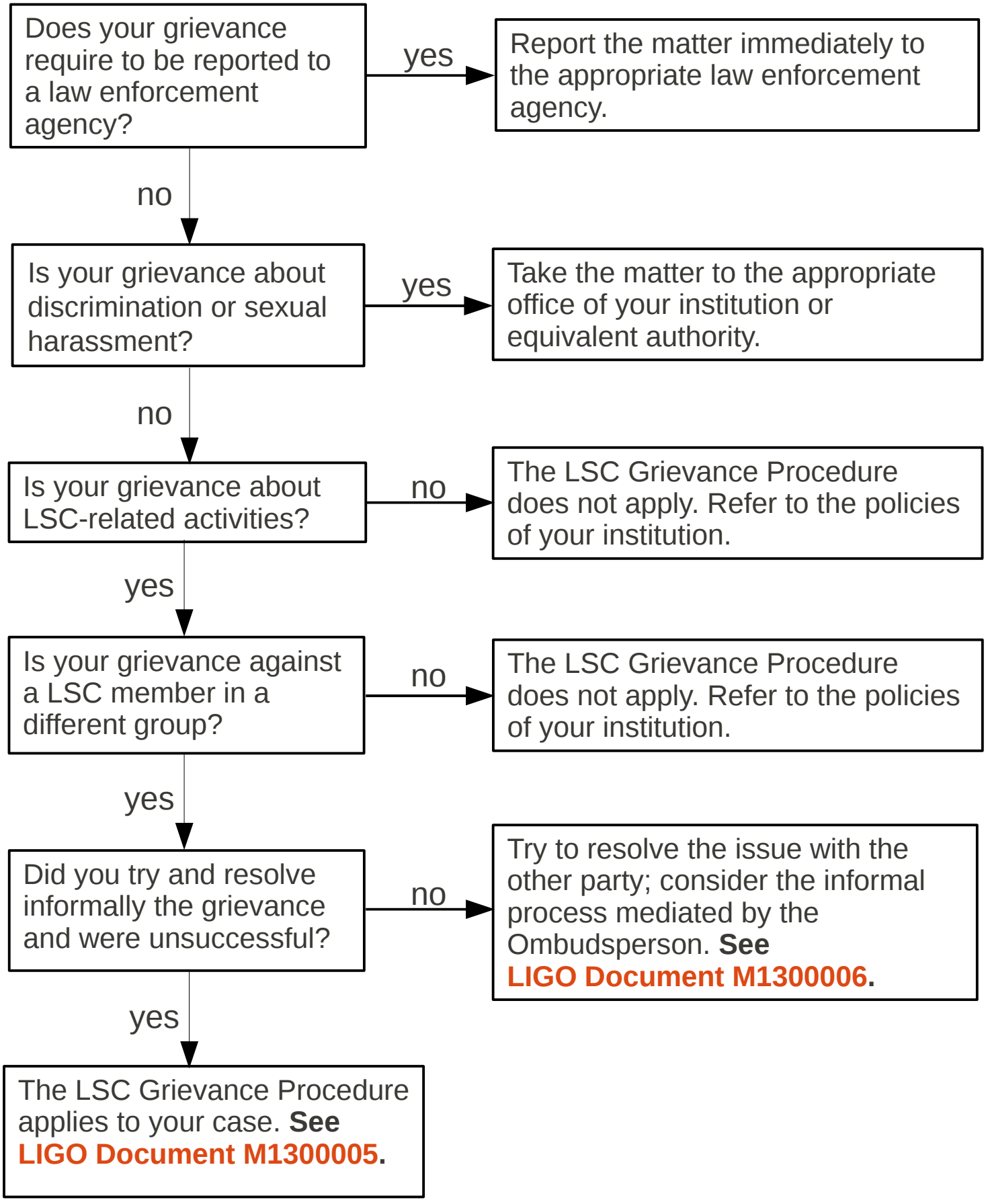Applicability of LSC Formal Grievance Procedure