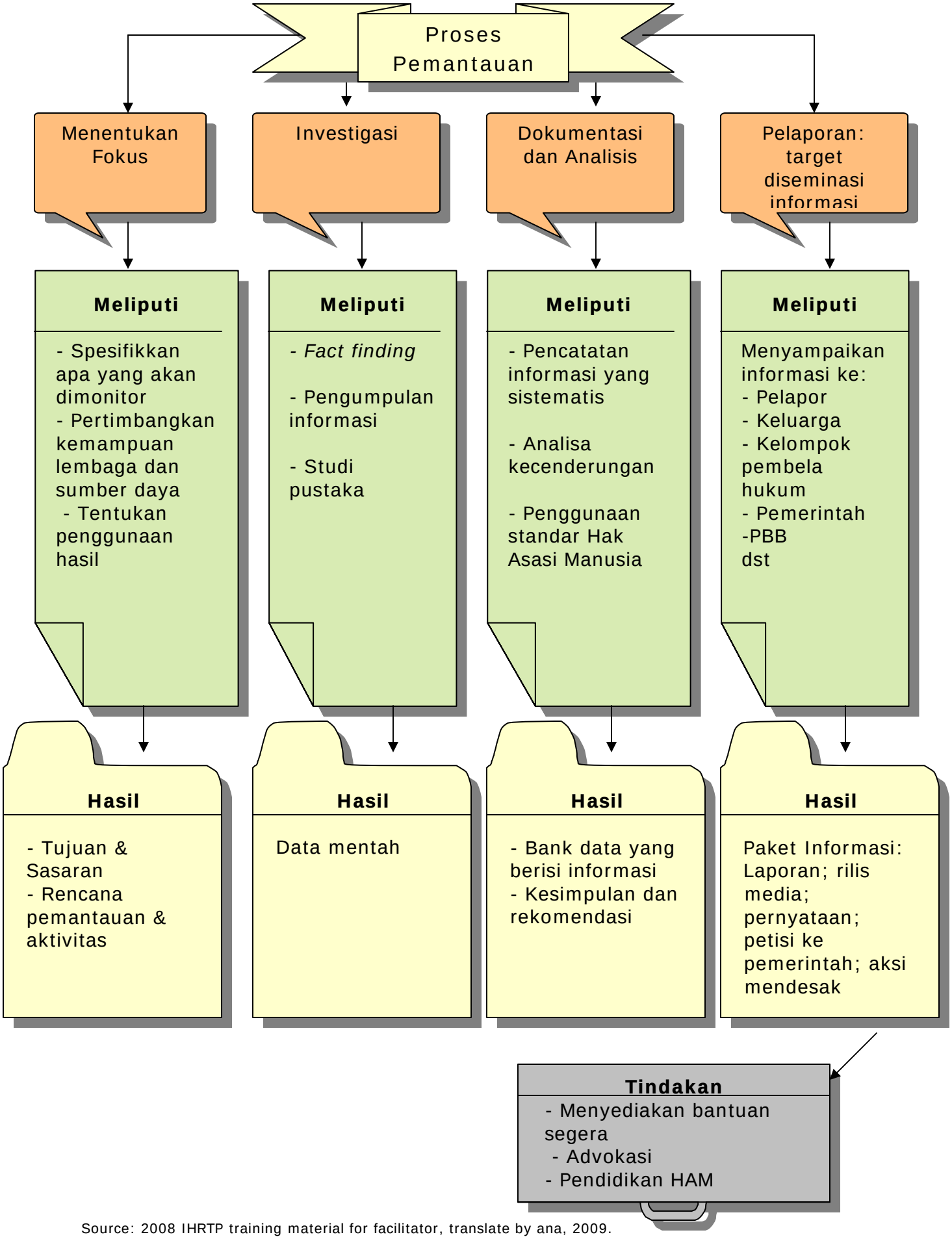

Source: 2008 IHRTP training material for facilitator, translate by ana, 2009.