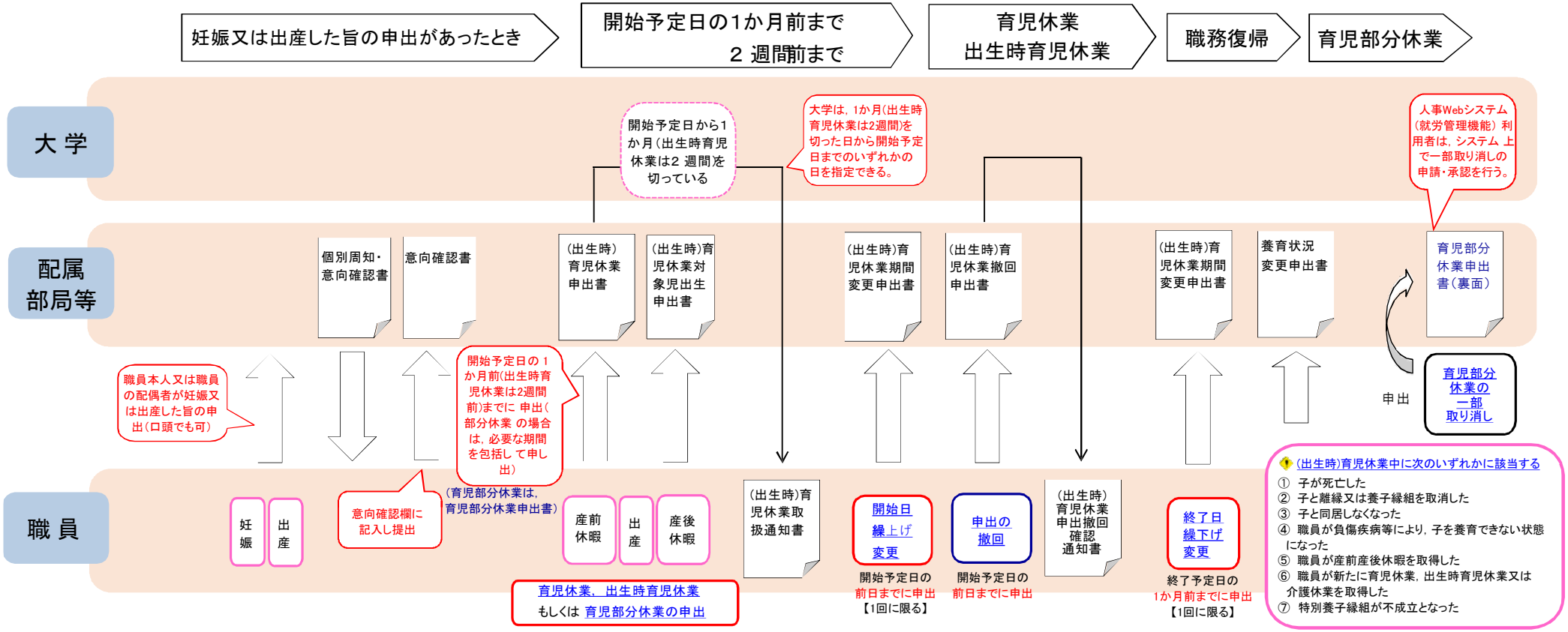○ 妊娠等の申出から職務復帰までの流れ