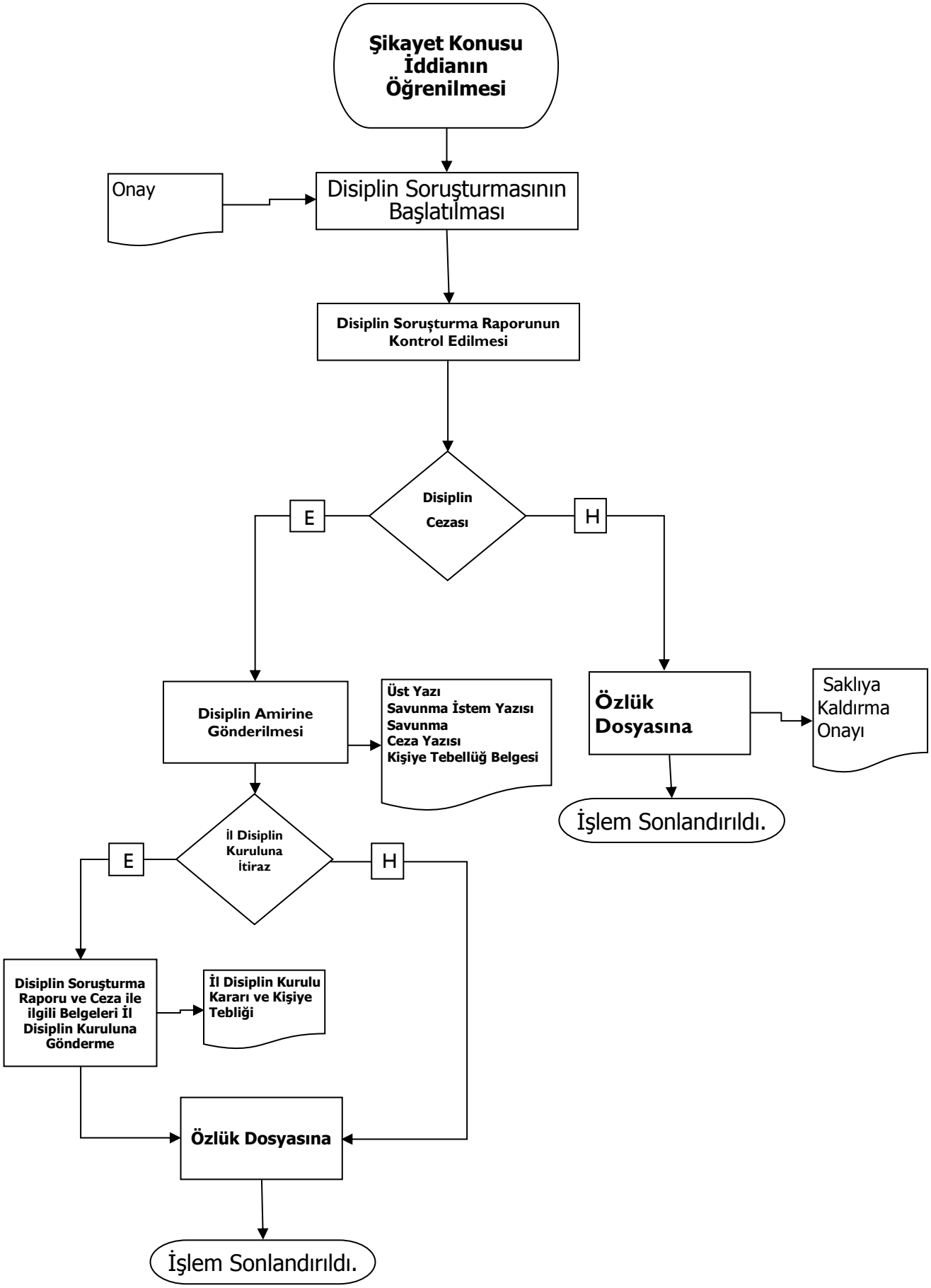Disiplin İşlemleri İş Süreci