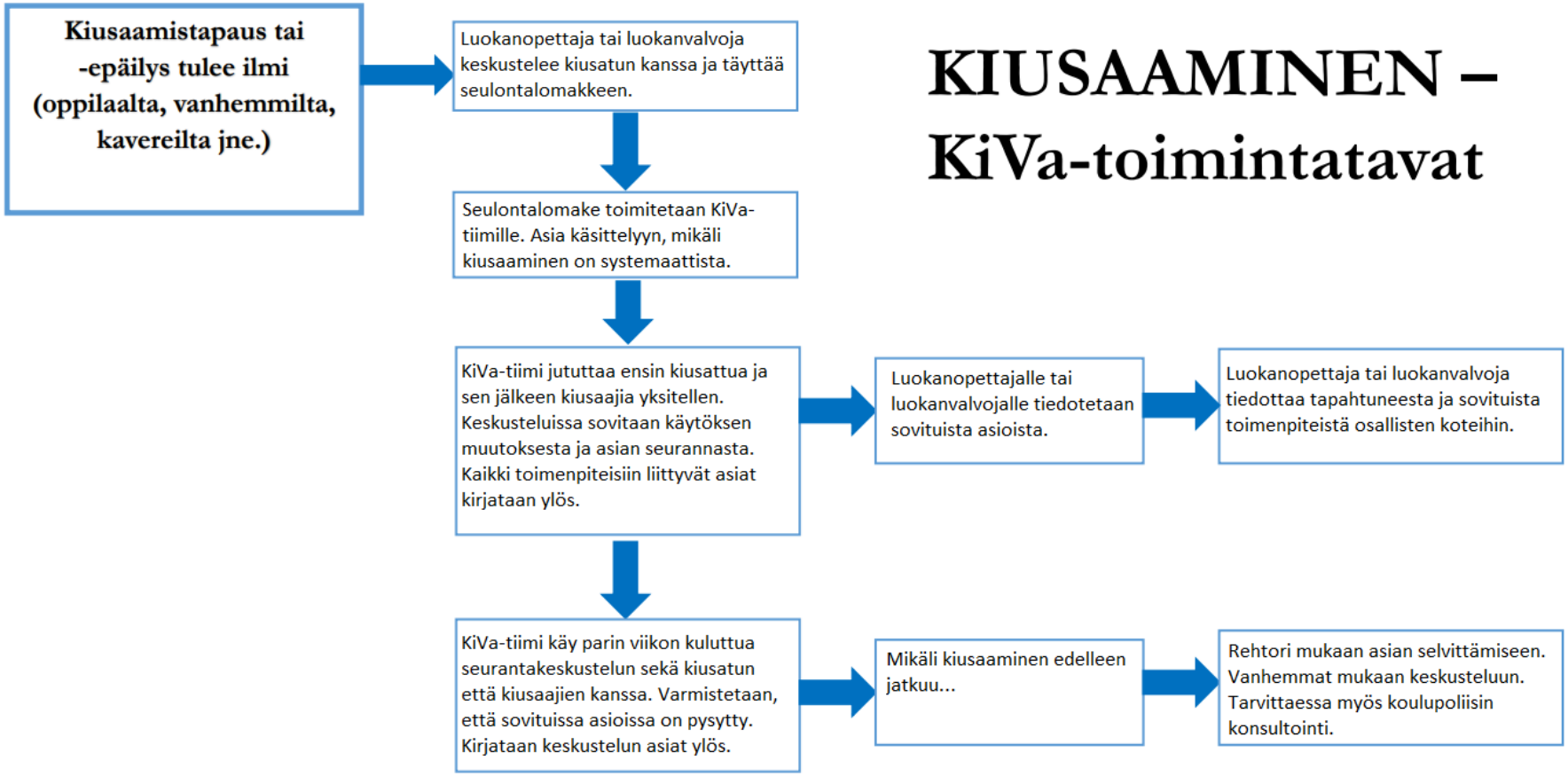KIUSAAMINEN – KiVa-toimintatavat