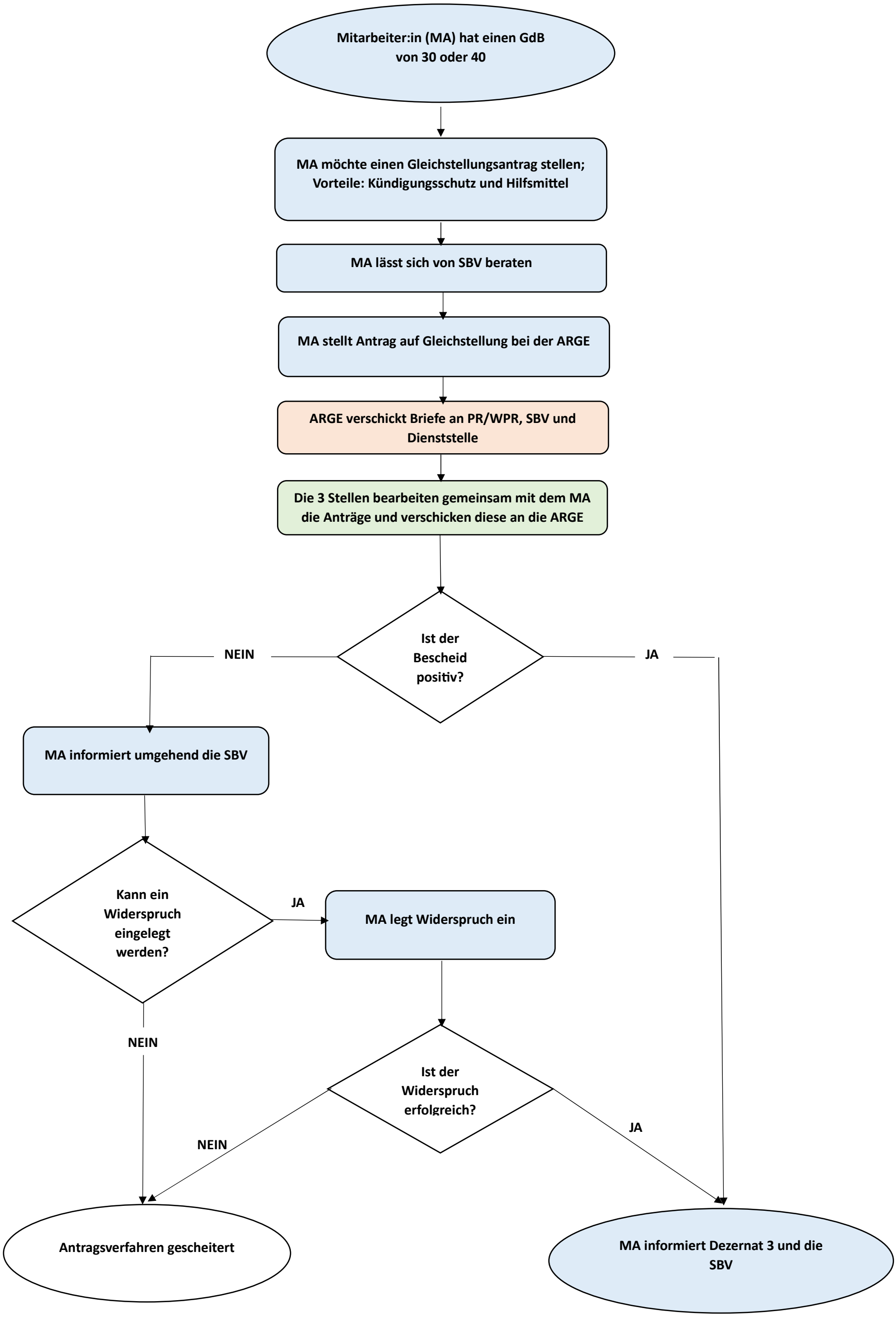Ablauf: Gleichstellungsantrag