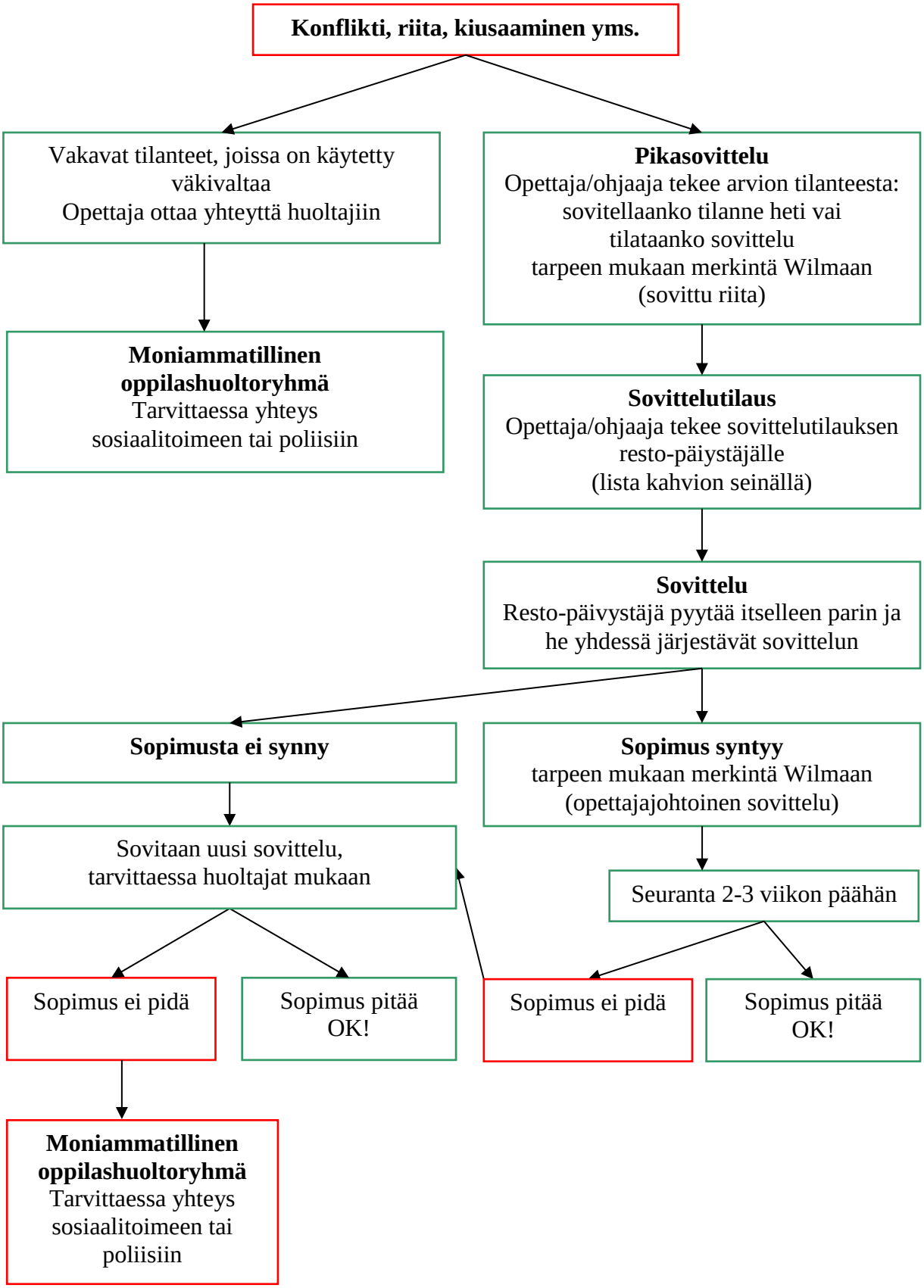Posion peruskoulun toimintaohje konfliktitilanteisiin