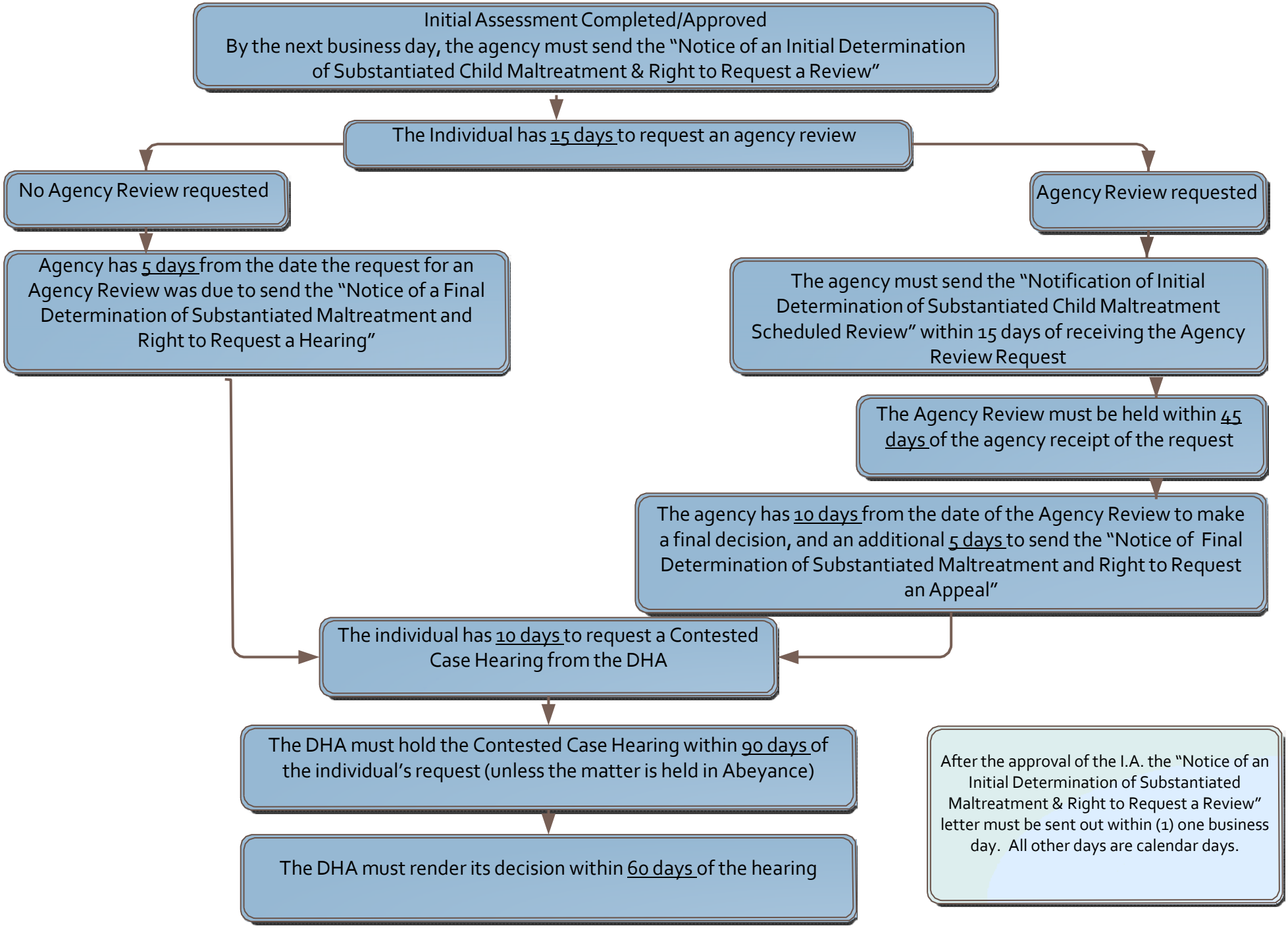Appeals Procedure for Substantiated Determinations of Child Abuse or Neglect