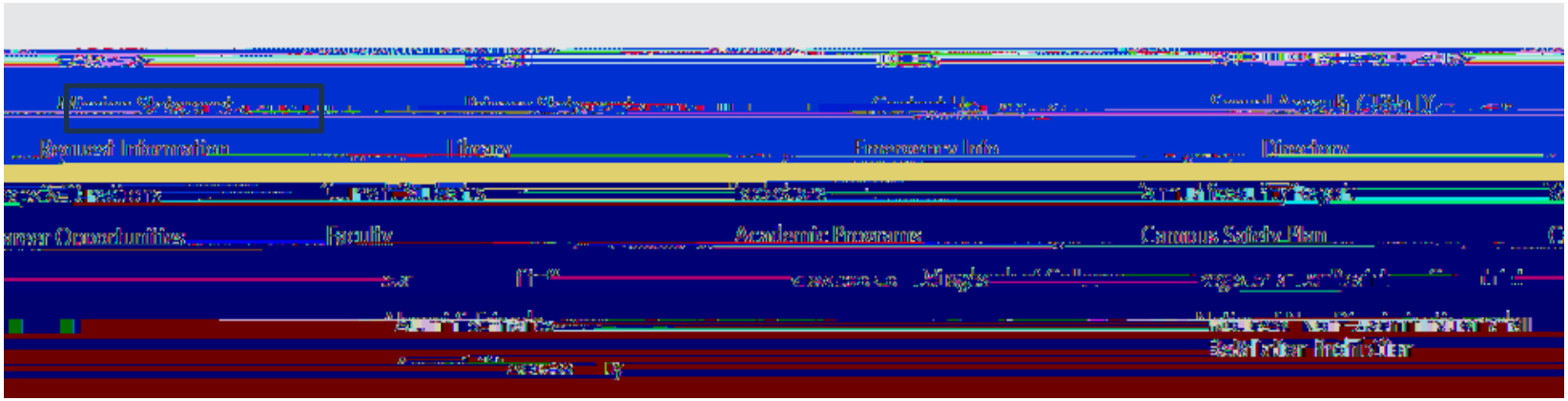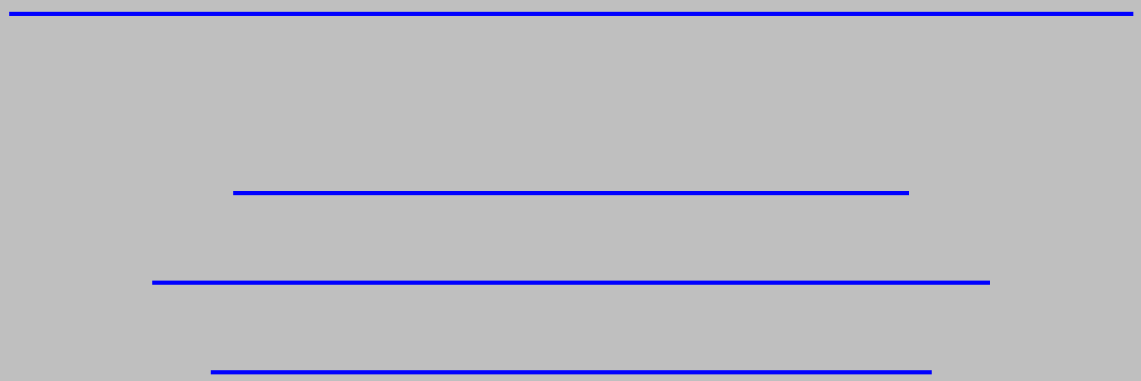“No person in the United States shall on the basis of sex