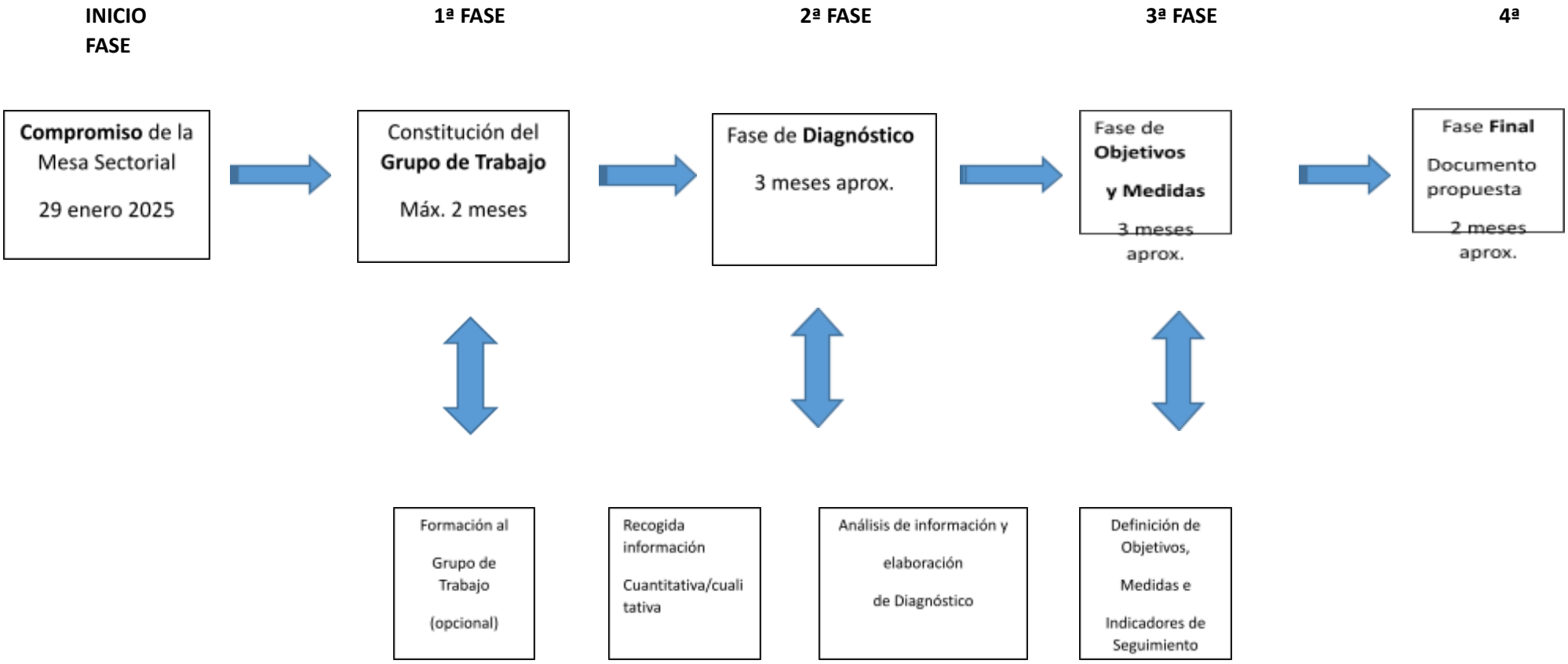II PLAN DE IGUALDAD DEL SERVICIO CÁNTABRO DE SALUD