



HUMAN RESOURCES & CULTURE POLICY

Street Cause hereby referred to as 'SC' or 'The Organisation', is a non-profit NGO that is constantly modifying itself to update with the rapidly changing times. Street Cause has certain guidelines, which are to be followed, in order to ensure a smooth functioning organisation.

SCOPE:

The Human Resources Policy of Street Cause serves as a guideline for all cordial member relations. The policy covers all the proceedings in any SC Division/ SC Unit regarding its members, the Organizational structure, attendance/absence procedures and specific measures taken up to minimize grievances within the Organization.

PREFACE:

At Street Cause, we recognize that our workforce is key to our success. This policy solidifies a strong basis for HR management guidelines throughout the SC Divisions and SC Units. In a large student-run NGO comprising a workforce from various fields, equal treatment of its members is the primary concern. Failure to comply with the following guidelines set by the HR Policy can lead to unforeseen situations or even termination from the Organization.

This policy shall apply to:

- Chief Executive Board (Chief EB)
- All the Divisions of SC
- Units of Street Cause - Gold, EForce, PAW, I&R, Pride and Hyderabad Youth Assembly

- All members and volunteers raising funds for Street Cause

1. Recruitment, Selection and Prohibition process:

A. Recruitment Process:

The intake of the workforce of a Street Cause Division is done in accordance with the recruitment process held under the guidelines as mentioned below.

- (i) Divisional Executive Board recruitment: The respective mentor of the Street Cause Division from the Chief Executive Board in accordance with the Divisional Alumni conducts recruitment process for the Divisional Executive Board of the year. The selection process with respect to the Divisional Executive Board is based on the candidate's performance in the recruitment rounds and their previous Street Cause tenure. The Divisional Executive Board usually comprises the Divisional President, Associate President, Vice President's for the respective departments and Treasurer
- (ii) Coordinators: The respective Divisional Executive Board of the Street Cause Divisions in accordance with the mentor from the Chief Executive Board shall conduct recruitment process for the Divisional Coordinators. The selection process with respect to the Coordinators is based on the candidate's performance in the recruitment rounds
- (iii) Volunteers: Any individual willing to join and participate in any event/project of any SC Division is free to do so with the consent of the concerned SC Divisional President
- (v) Recruitments in any SC Division/ SC Units which includes- SC Gold, SC Eforce, SC PAW and HYA is supposed to be in person. No telephonic interviews are allowed

B. Selection Process:

A member is selected for the role they are opting for in any SC Division/ SC Units based on their performance in the recruitment rounds. The following parameters are assessed during the recruitment process:

- (i) Commitment towards SC (the quality of not giving up in the midway)
- (ii) Fundraising ability
- (iii) Quality of team work
- (iv) Ability to be a leader
- (v) Strategic thinking

- (vii) Execution skill
- (viii) Ability to handle crisis
- (ix) Effective communication

C. Prohibition period:

All the members recruited for various job roles in SC apart from the Chief Executive Board and Chair- HYA are under prohibition for the first three months to observe performance and leadership qualities. Under these mentioned criteria, the respective leadership team can ask the member to vacate their current designation without any prior notice.

2. Induction:

- A. Any member officially recruited to be a part of the Organization needs to be inducted through an official Induction session conducted by the President of the respective SC Division/SC Unit which includes- SC Gold, SC Eforce, SC PAW and HYA with the help of an Induction deck
- B. Induction deck is a PPT comprising an overview of SC including the Permanent Chair, Chief EB, Structure of SC including Divisions and Units, Work culture practiced throughout the Organization, Policies, SC Project guidelines, Financials to name a few

3. Member Database:

- A. Maintaining a thorough record of the present workforce of the different SC Divisions and SC Units which includes- SC Gold, SC Eforce, SC PAW and HYA lies in the hands of the Human Resources Head from the Chief Executive Board.
- B. Member Data shall include the following details usually :
 - (i) Full name of the candidate
 - (ii) Year of study
 - (iii) Stream of study
 - (iv) Contact details: Email ID, Phone Number
 - (v) Address of the candidate
 - (vi) Name(s) of the SC Division/SC Unit affiliated with
 - (vii) Designation(s) held with the candidate.

All these details shall be uploaded on Google sheets document. This Google Doc needs to be updated every month and shared with the respective mentor who in

turn shares the sheet with the Human Resources Head from the Chief Executive Board.

4. Member Identity cards and T-shirts:

A. The Chief Executive Board of Street Cause is authorized to produce T-shirts and Identity Cards in the name of the Organization. The Chief Executive Board shall produce T-shirts and Identity Cards for the following:

- i. Chief Executive Board of Street Cause
- ii. Divisions of Street Cause
- iii. Units of Street Cause – Gold, Eforce, PAW, I&R, Pride and Hyderabad Youth Assembly

B. The Identity Cards issued by the Chief Executive Board for any particular division or unit of Street Cause shall contain the following:

- i. Name and Logo of the Organization
- ii. Name of the Street Cause Division or Unit from which the said Street Cause member is working
- iii. Name of the Street Cause working member.
- iv. Year of validation
- v. Digital Signature of the President-Street Cause

5. Organization Structure:

Below mentioned is the structure of the Organization:

A. Permanent Chair:

The Permanent Chair of SC stands at the top of the Organization structure. The Permanent Chair has the right to have a final call over any proceedings and happenings of the Organization. The Permanent Chair guides the Chief EB to ensure that the principles and the purpose of the Organization are met with.

B. Board of Governors:

The Street Cause Board of Governors is the highest position in Street Cause, second only to the Permanent Chair. The Board of Governors is responsible for setting the vision, direction for Street Cause, to serve the society not only by providing basic needs to the underprivileged, but also by serving in a manner which promotes self- sustenance,

growth and upliftment. The Board of Governors ensures that the Chief Executive Board Of Street Cause has this vision as their goal and makes all final decisions on behalf of the Permanent Chair.

C. Governance Committee:

The Governance committee oversees all the legal and financial matters, which includes financial mismanagement, legal issues etc., and guides the Chief EB to work in a compliant manner. The committee plays a critical role in resolving any case referred either by the PC, Board of Governors, or by the President of SC. However, all the other cases raised will be addressed only after assessing the criticality of the case. The committee reaches out to its advisory board, which consists of a Lawyer and two Chartered Accountants, for recommendations.

D. SC Alumni:

Alumnus refers to the former workforce of the Organization. The purpose of maintaining an Alumni association is to foster a spirit of loyalty and to promote general welfare of the Organization. Involvement of Alumni strengthens confidence, motivates the young advocates of change and inculcates a positive work culture among its workforce. Experiences shared by the Alumni can be a source of inspiration for the workforce as it holds valuable lessons of time management, career guidance, self-discipline and character development.

E. Chief Executive Board:

The Chief Executive Board is the face of the Organization. The Chief Executive Board ensures that the overall efficient functioning of all the SC Divisions and SC Units- including SC Gold, SC Eforce, SC PAW and HYA. It coordinates the working of the whole Organization in a complaint and diligent manner.

F. Divisional/ Unit President:

At the SC Division/ SC Unit level including SC Gold, SC PAW and SC Eforce, the Divisional/Unit President stands at the top of the structure. The Divisional/Unit President is usually supported by an Executive Board and reports to the respective Mentor from the Chief Executive Board.

G. Divisional Executive Board:

The panel of members coordinating with the said SC Division/ SC Unit President to ensure overall functionality of the respective SC Division/SC Unit in accordance with the Mentor form the Divisional/Unit Executive Board. The Divisional/Unit Executive Board takes up the cumulative responsibility of their respective Division/Unit's functioning, workforce, financials and the projects taken up. The Divisional/ Unit Executive Board lead various portfolios and departments. Divisional/Unit Executive Board is usually presided over by the Divisional/Unit President. It comprises Divisional President, Associate President, Vice Presidents for the respective departments, Treasurer; in the order of hierarchy as mentioned.

H. Coordinators:

The Coordinators in a SC Division/SC Unit work at individual department level in accordance with the Divisional Executive Board.

I. Volunteers:

The Volunteers form the basis of the Organizational structure. Volunteers are the backbone for the functioning of all SC Divisions and SC Units.

J. The structure of the units of Street Cause (Gold, PAW, EForce) may vary under the discretion of the Permanent Chair of Street Cause.

K. Each division/unit shall have a Rescue Manager identified by the HR, who is to be approached when the unit or division is in a state of inactivity, or close to being inactive, or in any extreme emergency. The Rescue Manager shall support in reestablishing the division, member engagement, and solving any issues in the division or unit, and must work closely with the Chief EB mentor in order to bring back the division to a state of proactiveness.

6. **Departments in a Division:**

A. Any Street Cause Division comprises of the following **FIVE DEPARTMENTS:**

- (i) Women Empowerment
- (ii) Education
- (iii) Social Impact
- (iv) Environment Changes
- (v) Old Age Homes & Orphanages.

Any Street Cause Division is independent to choose any number of departments from the above mentioned list to inculcate as a part of the Division's functioning

curriculum. The minimum number of departments which could be opted being one to the maximum number of department/s which could be opted being Five

B. Each Department in a Street Cause Division is headed over by a Vice President from the Divisional Executive Board

C. Workforce for each department comprises of Vice President from the Divisional Executive Board, Coordinators (Minimum being 6 Coordinators per department to Maximum being 15 Coordinators per department usually, however the count is left to the response received from the workforce and the Divisional Executive Board- respective Mentor from Chief Executive Board)

D. In case the Division has more than one department, the workforce has a choice to opt for a department of their choice. In case, the Division comprises only one department then by default the workforce has to opt to work for the existing department

E. Each Department is expected to cross check their project ideas with the respective Vice President of the department, Divisional Executive Board, Mentor and the Project Quality Head from the Chief Executive Board of Street Cause.

7. Role of a Mentor:

- A. Every SC Division and SC Unit (excluding HYA, which has a Chairperson) has a mentor from the Chief Executive Board who is expected to ensure the functioning of the Division/Unit in an efficient/compliant manner
- B. The Mentor forms a common point of contact between the SC Division/SC Unit and the Chief Executive Board
- C. The Mentor reserves all rights to suspend and expel any SC member working in their respective Mentee SC Division/ SC Unit under the grounds of repeated non-performance, indiscipline to name a few
- D. The Mentor is to connect to all members in the team i.e Divisional EB member, Coordinator, and Volunteer on a regular basis
- E. The Mentor is to ensure that cordial, cooperative relations are formed within the division, and must ensure that financial transparency and policy compliance are being followed

8. Expulsion/Suspension of an SC member:

- A. The Mentor reserves all rights to suspend or/and expel any SC member working in their respective Mentee SC Division/SC Unit under the grounds of continuous non-performance, or indiscipline to name a few
- B. Despite repeated warning, if a member continues to be unaffected and doesn't show any improvement dispute warnings, and suspensions
- C. A Divisional President/Unit Head can suspend or/and expel any SC member working in their respective Mentee SC Division/ SC Unit under the grounds non-performance, indiscipline to name a few only after taking consent from the Chief Executive Board stating valid reason for the same
- D. The President of SC reserves all right to suspend or/and expel any SC member under valid grounds
- E. The BOG under the discretion of Permanent Chair of SC reserves final call over the suspension or/and expulsion of any SC member under valid grounds

9. Culture:

Great culture is a promising part of the efficient functioning of an Organization. The HR Head from the Chief Executive Board of SC is responsible for developing a sense of ethical work culture in the Organization

- A. At SC Division/SC Unit level, the respective Mentor, Divisional/Unit President, Divisional/Unit Executive Board, Coordinators, Volunteers are expected to inculcate the spirit of rightful work culture
- B. The following are a part of ethical work culture:
 - i) Keeping up with commitments and delivering on time
 - ii) Cooperation with all divisions/units with equal spirits and respect
 - iii) Maintain integrity without bias and maintain utmost transparency
 - iv) Delivering with simplicity, speed, and excellence
 - v) Maintaining honesty and fairness
 - vi) Being thoughtful and responsible
- C. It is strongly recommended that members refer to each other by only their first names

10. Street Cause Leadership Qualities (SLQ's) :

Every SC member withholding the designation of a Leader at the SC Division/SC Unit and the Chief Executive Board level is expected to have the following traits for exhibiting efficient performance through their tenure:

- A. Highest level of commitment towards the Organization and work
- B. Ability to take up ownership of the work allotted to them
- C. Ability to execute with excellence

- D. Self-motivation
- E. Honesty
- F. Thoughtful nature
- G. Ability to Inspire
- H. Ability to collaborate
- I. Ability to lead
- J. Ability to make quick decisions
- K. Sense of Humor

11. Skip meetings:

The SC HR head from the Chief Executive Board shall conduct skip meetings in order to understand the functioning of any SC Division/SC Unit and at the same time to curb any internal disputes arising.

A. Skip Divisional President Meeting:

At the SC Divisional level, the HR needs to talk to the Divisional EB, coordinators and volunteers in the absence of the Divisional President. The basic idea is to find out any internal issues prevailing in the Division and to find suitable solutions to the issues, if any.

B. Skip Mentor Meeting:

The HR needs to have a meet with the Divisional President in the absence of the Mentor. The basic idea is to find out any internal issues prevailing between the Mentor and the Division and to find suitable solutions to the issues, if any. Divisions mentored by HR head, would involve only the President of Street Cause to carry forward skip mentor meetings of those particular divisions.

C. Skip Divisional EB Meet:

The HR needs to conduct a meeting with the Divisional workforce (which comprises the Volunteers and Coordinators) in the absence of the Divisional EB. The basic idea is to find out any internal issues prevailing between the Divisional Executive Board and its workforce and to find suitable solutions to the issues, if any.

D. Member relations

The Mentors are solemnly responsible for the functioning of their respective Mentee SC Divisions/SC Units. Any issues between the Mentor and the Division shall be resolved through the involvement of the HR and in case, when the Mentor is the HR, President – SC shall be involved.

12. Roles & Responsibilities:

A. Role of the Chief Executive Board:

The Chief Executive Board is the face of the Organization. The Chief Executive Board ensures that the overall efficient functioning of all the SC Divisions and SC Units- including SC Gold, SC Eforce and HYA. It coordinates the working of the whole Organization in a complaint and diligent manner. Mentors for all the SC Divisions and SC Units are allotted from the Chief Executive Board.

B. Role of a Mentor:

Refer to **Clause 7 in HR- Culture Policy.**

C. Role of Division:

In Street Cause, a Division is the primary unit of Street Cause in a college, consisting of a President, Treasurer, Executive Board, coordinators and volunteers as its workforce. A Division is independent in choosing projects and execution, with the guidance of the Chief Executive Board of Street Cause. Each Division in Street Cause is mentored by a Mentor from the Chief Executive and functions on the guidelines set up by the Chief Executive Board of Street Cause.

D. Role of HYA:

Hyderabad Youth Assembly is a unit of Street Cause which works along the guidelines of United Nations Sustainable Development Goals (UNSDGs).

Its structure comprises of:

i) HYA Chairperson, HYA Chairperson Execution and HYA Chairperson Culture.

ii) HYA Organizing Committee

iii) HYA Members:

- Chairperson Projects
- Vice Chair Projects
- Directors
- Members

E. Role of a Unit Head:

At present Street Cause comprises of the following Units:

i) Street Cause Eforce

ii) Street Cause Gold

iii) Street Cause PAW – People For Animal Welfare

iv) Street Cause I&R - Innovation and Research

v) Street Cause Pride

Street Cause Eforce is the environmental Unit of Street Cause which deals with ongoing environmental issues and the plausible remedies which could be enforced by its current workforce. Eforce strives to instill the sense of responsibility towards the environment towards school students to have a greater impact on the society.

Street Cause Gold is the centralized Unit of Street Cause which works with the objective of helping the underprivileged and destitute in any and every way possible. Street Cause Gold intends to involve people from various sectors of the society to raise the standards of societal integrations.

Street Cause PAW- People for Animal Welfare is a Unit of Street Cause which intends to instill the sense of responsibility towards animal welfare in the general public. Rescue of stray animals, adoption of endangered species, domestic pets adoption camp to name a few, form the basic objectives of Street Cause PAW.

Street Cause I&R - Innovation and Research is the unit of Street Cause which focuses on innovative solutions and projects, aiming to address societal challenges for the underprivileged, and to come up with ideas to create a concrete social impact.

Street Cause Pride - Is the unit of Street Cause which spreads awareness about the LGBTQ community

13. Performance Improvement Plan (PIP):

Any SC member exhibiting non-performance shall be first subjected to counseling followed by a written warning issued through an email or/and official notice. If the member doesn't show any sign of improvement in their performance over a period of next 30 days, the member is liable to termination. The PIP shall be issued by the President- Street Cause usually.

14. Attendance and Leaves:

All the SC members are expected to attend official SC meetings in order to discuss various aspects regarding the functioning of the Organization and give in their valuable insight. In case a member is not able to attend the meets, prior information shall be given to the concerned person presiding over the meet.

A. Leaves:

Under genuine grounds, members of SC are liable to apply for leave from work. Provided the reason turns out to be false or invalid, warning is issued to the member.

B. Attendance to meets:

Every member of Street Cause shall attend the meetings on a regular basis with utmost diligence and punctuality. Failing to attend the meets on a regular basis could lead to unforeseen consequences of warnings/suspension/termination depending on the intensity of the situation. If there is a genuine reason for prolonged absence, or if informed prior to the HR, they could be exempted from receiving a warning.

15. Dress Code:

The conduct of dressing up also plays an integral part in promoting ethical work culture among the workforce. The following rules shall be followed with respect to dress policy:

- A. When doing work related to Street Cause, the members are supposed to wear an SC T-shirt or/and an SC Identity card
- B. While wearing a SC T-shirt or/and a SC Identity card, the member is not supposed to drink, smoke, or partake in any form of violence. As such situations lead to public defamation of the Organization
- C. No social media posts shall be made wherein the member is wearing a SC T-shirt or/and a SC Identity Card which project the consumption of alcohol or promote smoking/ drugs in any form. No social media posts shall be made while wearing a SC T-shirt or/and a SC Identity Card in any kinds of bars or other disturbing environment
- D. While attending any sponsor or partner meetings officials representing Street Cause should either be in formals or be wearing Street Cause T-Shirt carrying their designated id card with them

16. Smoking/ Alcohol consumption and Drug abuse:

- A. Reporting to SC work or any SC meeting under the influence of drugs/alcohol is strictly prohibited. If seen in such a condition, the person shall be terminated from Street Cause
- B. Drug abuse and Alcohol consumption are strictly prohibited while wearing SC T-shirt or/and SC Identity Card
- C. Smoking while wearing an SC T-shirt or/and SC Identity Card is strictly prohibited. If seen in such a condition, the person shall be terminated from Street Cause at the discretion of the President of SC

- D. Any Chief Executive Board member known to have consumed any form of drugs, illegal in India will be terminated from the Board at the discretion of the Board of Governors

17. Grievance Handling:

Any SC member facing a situation of grievances at work can write down an email explaining the situation to hr.streetcause@gmail.com. A detailed investigation about the situation would be done without disclosing the name of the candidate registering a grievance in a neutral manner. The grievance mail can be written stating the work nature/ misconduct of any SC Division/SC Unit Executive Boards or the Mentors and the situation of the grievance so aroused. In grave situations, however, an open mail can be written down to the SC Board of Governors and/or Governance Committee stating the same.

18. Exit process:

The exit process from the Organization could either be voluntary or involuntary, as discussed below:

A. Voluntary:

Owing to personal commitments or health issues any SC Member can opt out of working for an Organization by resigning from their current designation affiliated with SC. However, the financial commitments linked up with the person shall be clear by the time of exit. The candidate's respective SC T-shirt and SC Identity Card shall be returned at the time of exit.

B. Involuntary:

Under conditions of continued underperformance and lack of improvement despite receiving warnings/being put under the PIP, then the candidate is liable to termination from their current designation affiliated with SC. However, the financial commitments linked up with the person shall be clear by the time of exit. The candidate's respective SC T-shirt and SC Identity Card shall be returned at the time of exit.

- C. Any member being terminated either through voluntary basis or involuntary basis is not liable to receiving any SC certificate. Certificates shall be issued to SC members only on successful completion of their tenure, with the said targets being met.

19. Certificates/ Awards in SC:

The following are the categories of Awards presented to and by the SC Workforce under the discretion of the Chief Executive Board of Street Cause and the Board of Governors.

A. NGO Awards:

Comprises the following set of awards given away to other NGOs widespread in the city for their phenomenal contribution towards the betterment of the society.

- i) Award for exceptional service in Animal Welfare
- ii) Award for excellent Community Service
- iii) Award for exceptional service in Environment Protection
- iv) Award for exceptional philanthropic services as an Individual

B. Run for a Cause Awards:

Certificate for Leadership Level 1 Organising Committee member:

- i) Award of recognition for excellent services (For 100+ RFC Pass sales)
- ii) Award of recognition for valued services (For 70-99 RFC Pass sales)
- iii) Award of recognition of services (For 40-70 RFC Pass sales)

Certificate for Leadership Level 2 Organising Committee member:

- i) Award of Recognition for Excellent Services (For 500-1000 RFC Pass sales)
- ii) Award of Recognition for Exceptional Services (For 1000-1500 RFC Pass sales)
- iii) Award of Recognition for Outstanding Leadership (For 1500-1999 RFC Pass sales)

Certificate of Leadership Level 3 Organising Committee member:

- i) Award of Recognition for Distinguished Services (2000+ RFC Pass sales)

C. HYA Awards:

- i) Certificate of Merit
- ii) Certificate of Achievement
- iii) Certificate of Leadership
- iv) Certificate of Excellence
- v) Best Chair
- vi) Dedicated Chair
- vii) Chairperson Projects
- viii) HYA Chairperson- HYA Chairperson Execution – HYA Chairperson Culture
- ix) Best Goal
- x) Dedicated OC Member
- xi) Best OC Member
- xii) Best Member
- xiii) Dedicated Member
- xiv) Outstanding Member
- xv) Medal of Honor

D. Divisional Board Member Awards:

i)Best Treasurer

E. Divisional President Awards:

i)Outstanding Divisional President

ii)Dedicated Divisional President

iii)Best Divisional President

iv)Emerging Divisional President

F. Division's Awards:

i)Best Division

ii)Dedicated Division

iii)Outstanding Division

iv)Emerging Division

v)Spirit of Street Cause Award

vi)Award for utmost financial transparency

G. Service Certificates:

i)Divisional President

ii)Vice President

iii)Associate President

iv)Treasurer

v)Coordinators

vi)Volunteers

H. Volunteer Awards:

i)Most Talented Volunteer Award

ii)Best Volunteer Award

iii)Dedicated Volunteer Award

iv)Emerging Volunteer Award

I. MEDAL OF HONOUR :

Medal of Honour is the highest order of award received by any Volunteer workforce of Street Cause for exhibiting exceptional dedication and commitment in maintaining the spirit of Street Cause while executing impactful permanent projects following SC Guidelines.

J. SC Certificate issuing:

Certificates are issued to SC Workforce on successful completion of their tenure only on the discretion of the HR- Chief Executive Board and President- Street Cause.

20. Annual General Meeting:

Every year Street Cause celebrates its successful year culminating into an Annual General Meeting to recognize the efforts of the members and volunteers of SC. SC also appoints the next Chief EB at the AGM. SC shall officially have only one AGM per year which includes all the Divisions/Units/Projects at the discretion of BOG. No individual Division/Unit/Project will be permitted to organize the AGM except for the respective Chief EB.

21. EB Performance Appraisals:

All respective EB Appraisals shall be made only after a thorough review of the data metrics of their performance by the President – SC at the discretion of the BOG , DP/Unit President at the discretion of Chief EB Mentor, Project Head at the discretion of the President – SC/Chairperson - HYA.

Amendments :

- A. The Policy has been created by the Chief Executive Board under the guidance of the Permanent Chair of Street Cause
- B. Any change/changes to the policy shall be reviewed by the Portfolio Head, Head-Documentation and Policy Governance, along with the President of Street Cause
- C. If the President is in agreement with the amendments to the Policy, it needs approval from the Board of Governors and Governance Committee
- D. In case of any discrepancies arising, the Street Cause Governance Committee can be approached with the same
- E. **Change of Policy:** The Executive Board of Street Cause, can change the policies, approved by the President of Street Cause, after due consultation with the BOG
- F. **The Board of Governors has the discretionary right to invoke any change in policy based on circumstances**
- G. The Board of Governors has discretionary right to make an exception to the policy based on reasonable circumstances
- H. The Permanent Chair has the discretionary right to override any change in policy made by the Board of Governors and Governance Committee based on circumstances and will have final call over the policies

Note:

- 1. The Policy has been created by the Chief Executive Board under the guidance of the Permanent Chair of Street Cause.
- 2. The policy is subjected to change and further updates.
- 3. For any queries regarding any of the clauses or points in the policy, please contact:

streetcause@gmail.com

Policy Version	Changes	Created/Modified	Created/Amended by	Reviewed & Approved by
Human Resources & Culture Policy of Street Cause V1.0	Policy Launch	26/04/2019	G.Charith Reddy (HR Head)	Akhilesh Jukareddy (PC)

Human Resources & Culture Policy of Street Cause V1.1	Minor Corrections	10/06/2019	M. Tejo Sheshadri	Akhilesh Jukareddy (PC)
Human Resources & Culture Policy of Street Cause V2	Introduced guidelines for AGM and Performance Appraisals	29/04/2020	M. Tejo Sheshadri (VP-HR, Division Expansion and Maintenance)	Meghana Mojjada, Bhargav Kumar (Board of Governors)