

EQUAL OPPORTUNITY STATEMENT

The Federal Home Loan Bank of Chicago (FHLBC) is committed to diversity and inclusion at all levels of our organization, from the employees and vendors we hire to the programs, institutions, and businesses we support. The FHLBC is dedicated to providing equal employment and contracting opportunities, regardless of race, color, national origin, ancestry, religion, sex, gender identity and expression, sexual orientation, marital status, pregnancy, status as a parent, age, disability status, medical condition, genetic information, military affiliation, veteran status, or any other status protected by applicable federal, state, or local law.

To this end, the FHLBC promotes inclusiveness in its policies, practices, and business relationships; proactively recruits candidates from a diverse and talented applicant pool; and reinforces the value of a diverse workforce and diversity in contracting through education and training. The Office of Diversity & Inclusion, in conjunction with all FHLBC departments, has overall responsibility for implementation of our equal opportunity policy and diversity and inclusion for employment and contracting. Appropriate reviews will be conducted periodically to ensure policy success.

An employee who believes he or she has been discriminated against in violation of this Equal Opportunity Statement (Statement) is encouraged to contact the Human Resources Department, as further described in the Equal Opportunity Policy and Complaint Procedure section of the Employee Handbook. A job applicant or vendor who believes he or she has been discriminated against in violation of this Statement is encouraged to report his or her concerns following the complaint procedures found on our website (for applicant [click here](#), for vendors [click here](#)). The FHLBC prohibits retaliation or reprisal against any party who files a good-faith complaint or other concern regarding violation of this Statement.

This Equal Opportunity Statement is endorsed and supported by the President and Executive Team of the FHLBC, and is approved by the FHLBC's Board of Directors.

Dated: October 29, 2020

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