

## Equal Employment Opportunity and Complaint Procedure

Pursuant to the Federal Home Loan Bank of Chicago's (Bank) Equal Opportunity Statement, the Bank is committed to providing equal employment opportunities to all individuals without regard to race, religion, color, gender, sexual orientation, age, national origin, disability, veteran status, or status as a parent. Equal opportunity applies to all employment practices including recruitment, screening, hiring, compensation, training and advancement opportunities, termination and all other conditions and privilege of employment.

In accordance with applicable law, the Bank attempts to reasonably accommodate the known disability of an employee or applicant for employment where such person requests a reasonable accommodation and the accommodation would not constitute an undue hardship on the Bank. Any applicant in need of an accommodation in the application process should contact the Bank's Office of Diversity, Equity, and Inclusion (ODEI) at [OMWI@fhlbc.com](mailto:OMWI@fhlbc.com). Applicants who need accommodations in the positions in which they are applying for should notify the ODEI or their recruiter. Bank employees who need an accommodation should contact their manager or Human Resources.

The Bank encourages the consideration of diversity in nominating or soliciting nominees for positions on the Bank's Board of Directors.

### Employment Complaint Procedure

The Bank is committed to prohibiting retaliation or reprisal against any individual for making a good faith complaint of discrimination in employment or for assisting in the investigation of such a complaint. If a person believes he or she has experienced employment discrimination, or if any person is aware of employment discrimination against others, such person must promptly provide a written complaint to the OMWI as follows:

- If you are an employee, notify Human Resources or the Bank's General Counsel.
- If you are an applicant, notify the Bank's ODEI at [OMWI@fhlbc.com](mailto:OMWI@fhlbc.com) or

Office of Diversity, Equity, and Inclusion  
FHLBank of Chicago  
433 West Van Buren Street, Suite 501S  
Chicago, Illinois 60607

Such complaint should be as detailed as possible, including the names of the individuals involved, the name of any witnesses, and any supporting documentation.

All claims of employment discrimination reported in good faith will be investigated in a timely manner. Where appropriate, a determination regarding the reported discrimination shall be made and communicated to the person who complained and/or to the person accused of misconduct.

If the Bank determines that prohibited discrimination has occurred, the Bank shall take prompt, remedial action commensurate with the circumstances. If a complaint of employment discrimination is substantiated, the Bank shall take appropriate disciplinary action, up to and including termination of employment, against those who engaged in the misconduct.

Nothing in these procedures shall restrict any complainant's right to file a complaint directly with the Equal Employment Opportunity Commission at any time.