

## 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, regardless of race, color, national origin, ancestry, religion, sex, gender identity, 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. 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.

The Bank complies with the Americans with Disabilities Act (ADA) and all applicable state and local laws providing for nondiscrimination in employment against qualified individuals with disabilities. The Bank also provides reasonable accommodation for such individuals in accordance with these laws. It is the Bank's responsibility to provide qualified applicants with disabilities with reasonable accommodation, except where such accommodation would create undue hardship on the Bank. Any applicant in need of an accommodation in the application process should contact the Bank's Office of Diversity and Inclusion (ODI) at [OMWI@fhlbc.com](mailto:OMWI@fhlbc.com). Applicants who would need accommodation in the position for which they are applying should notify the ODI or their recruiter.

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 prohibits retaliation or reprisal against any party who files a good-faith complaint or other concern regarding violation of the Equal Opportunity Statement or the Equal Opportunity Policy. If an applicant believes that he or she has experienced employment discrimination, or if an employee is aware of employment discrimination against others, such person must promptly provide a written complaint to the ODI 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 ODI at [OMWI@fhlbc.com](mailto:OMWI@fhlbc.com) or

Office of Diversity and Inclusion  
Federal Home Loan Bank of Chicago  
200 East Randolph Drive, Suite 1800  
Chicago, Illinois 60601

The complaint should be as detailed as possible, including the name(s) of the individual(s) involved, the names of any witnesses, and any supporting documentation.

Any reported allegations of unlawful discrimination will be investigated promptly, thoroughly, and objectively by the Bank. Misconduct constituting unlawful discrimination will be dealt with appropriately, as the Bank determines, depending on the circumstances.

Nothing in these procedures shall restrict any complainant's right to file a complaint directly with the appropriate administrative agency at any time.