



FHLBank
Chicago

EQUAL OPPORTUNITY COMPLAINT PROCEDURE

Pursuant to the Federal Home Loan Bank of Chicago's (Bank) Equal Opportunity Statement ([link](#)), the Bank is committed to providing equal opportunity in employment, contracting, and board of director nominations.

Complaint Procedure

The Bank is committed to prohibiting retaliation or reprisal against any party for making a good faith complaint of discrimination or for assisting in the investigation of such a complaint. If a person believes he or she has experienced discrimination in violation of the Bank's Equal Opportunity Statement, or if any person is aware of such discrimination against other parties, such person must promptly provide a written complaint as follows:

- If you are an employee, follow the complaint procedure as described in the Equal Employment Opportunity Policy and Complaint Procedure section of the Employee Handbook ([link](#)).
- If you are an applicant, notify the Bank's Chief Human Resources Officer or General Counsel at:
FHLBank of Chicago
Attn: Chief Human Resources Officer (CHRO) or General Counsel
433 West Van Buren Street, Suite 5015
Chicago, Illinois 60607
- If you are a vendor, email the Vendor Management Team at vendormanagement@fhlbc.com.
- If you are a board of director nominee or prospective nominee, you may register a complaint via EthicsPoint (see below).

You may also file a complaint through EthicsPoint. EthicsPoint is the Bank's independent reporting tool for employees and third parties. EthicsPoint is a confidential and, if desired, anonymous web and telephone-based reporting tool. To file a complaint, go to <http://www.EthicsPoint.com> or call 1-866-294-5579.

Such complaints 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 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 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.

Dated: March 31, 2025