



Member driven.
Community focused.

Equal Opportunity in Employment and Contracting

Policy Statement

The Federal Home Loan Bank of Dallas is committed to inclusion in all areas of its business activities including employment, management, procurement and contracting. As such, it is the policy of the Bank to promote equal opportunity in employment and contracting opportunities without regard to race, color, national origin, sex, religion, age, sexual orientation, gender identity, status as a parent, genetic information, disability, veteran or any other applicable protected status. This includes actions and decisions involving, but not limited to, recruitment, hiring, training, promotion, transfer, compensation, benefits, lay-off, reinstatement, corrective action, discharge, performance, social and recreational programs, management, procurement opportunities and contracting. Furthermore, the Bank prohibits retaliation or reprisal against any individual for making a good faith complaint of discrimination in employment or in contracting or for assisting in the investigation of such a complaint.

Questions regarding this Equal Opportunity in Employment and Contracting Policy Statement may be directed to the Bank's Human Resources Department at hr@fhlb.com.

Handwritten signature of Sanjay Bhasin in black ink.

Sanjay Bhasin
President & CEO

Handwritten signature of Brehan Chapman in black ink.

Brehan Chapman,
EVP, Chief Administrative Officer

Approved by the Board of Directors on February 12, 2026