



Member driven.
Community focused.

Equal Opportunity in Employment and Contracting Policy Statement

The Federal Home Loan Bank of Dallas is committed to diversity and inclusion in all areas of its business activities including employment, management, procurement and contracting. As such, it is the policy of the Bank to afford 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.

In addition, to the above commitment regarding diversity and inclusion at the Federal Home Loan Bank of Dallas, the Bank's Board of Directors supports the election of diverse candidates to the Bank's Board of Directors.

The Chief Administrative Officer (CAO) will have overall responsibility for the Office of Minority and Women Inclusion (OMWI) (which oversees the Bank's diversity and inclusion program and practices) and for monitoring the progress of the Bank, as a whole, in achieving equal opportunity goals and diversity and inclusion for employment and contracting. The CAO is also responsible for ensuring the Bank's compliance with governmental record keeping and reporting requirements for all OMWI activities and for keeping the Board of Directors and the President/CEO apprised of the success of the Bank in carrying out this policy statement. Questions regarding this Equal Opportunity in Employment and Contracting Policy Statement may be directed to the Bank's Office of Minority and Women Inclusion at omwi@fhlb.com

A handwritten signature in blue ink, appearing to read "Sanjay Bhasin".

Sanjay Bhasin
President & CEO

A handwritten signature in blue ink, appearing to read "Bre Chapman".

Bre Chapman, EVP
Chief Administrative Officer
EEO Officer, OMWI Director

Approved by the Board of Directors on February 19, 2020