

## **Equal Opportunity in Contracting/Non-Discrimination**

It is the policy of the Bank to follow principles of equal opportunity and non-discrimination in contracting, regardless of race, color, national origin, sex, religion, age, disability status, sexual orientation, veteran status, genetic information, gender identity, status as a parent, or any other applicable protected status. The Bank is also committed to prohibiting 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.

The Bank has established policies, procedures and outreach designed to ensure to the maximum extent possible in balance with financially safe and sound business practices the inclusion and utilization in contracting opportunities of minorities, women, individuals with disabilities, and minority-, women-, and disabled –owned businesses. Those policies include the consideration of the diversity of a contractor during the review and evaluation of offers.

The Bank generally requires that contracts for services and contracts for goods that equal or exceed \$10,000 in annual value include a clause committing the contractor to (i) practice the principles of equal employment opportunity and non-discrimination in all its business activities; and (ii) require each of its sub-contractors that provide services or goods to the Bank to similarly commit to practice the principles of equal employment opportunity and non-discrimination in all their business activities. Contracts (a) that are not for the purchase of goods or services, (b) that are between the Bank, on the one hand, and its members, directors, officers or employees, on the other hand, and (c) with respect to which the Bank did not have the ability to select the vendor counterparty are generally excluded from the foregoing requirement.

### **Equal Opportunity in Contracting Complaint Procedure**

The Bank is committed to prohibiting retaliation or reprisal against any individual for making a good faith complaint of discrimination in contracting, or for assisting in the investigation of such a complaint.

Complaints of discrimination during any aspects of the contracting process or in the administration of a contract should be promptly reported to the Bank at [SupplierDiversity@fhlbboston.com](mailto:SupplierDiversity@fhlbboston.com) or to the Director of Equal Employment Opportunity at:

Director of Equal Employment Opportunity  
Human Resources Department  
Federal Home Loan Bank of Boston  
800 Boylston Street, 9<sup>th</sup> Floor  
Boston, Massachusetts 02199

All reported incidents will be investigated in a timely manner. All actions taken to investigate and resolve complaints will be conducted with as much confidentiality as possible, consistent with the appropriate management of the Bank. The Director of EEO or his/her designee will notify the complainant of the results of the investigation, to the extent appropriate.