

Equal Opportunity in Employment/Non-Discrimination

The Federal Home Loan Bank of Boston (the Bank) is committed to principles of equal opportunity in employment. It is the policy of the Bank to provide equal employment opportunity for all employees and applicants and to prohibit discrimination because of race, color, religion, sex, age, national origin, ancestry, disability, sexual orientation, veteran status, genetic information, gender identity, status as a parent, or any other applicable protected status. This policy applies to all aspects of the employment relationship, including, but not limited to, recruitment, hiring, training, promotion, transfer, compensation, benefits, discipline and all other terms and conditions of employment.

The Bank seeks to ensure a diverse pool of applicants for open positions and encourages minorities, women and individuals with a disability to apply for positions for which they are qualified.

In accordance with applicable law, the Bank will reasonably accommodate the disability of an employee or an applicant for employment where such person requests a reasonable accommodation and the accommodation would not constitute an undue hardship to the Bank's business or present a direct threat to the safety and health of the employee or others. Any applicant in need of an accommodation in the application process should contact the Bank's Director of Equal Employment Opportunity (EEO) at EEODirector@fhlbboston.com. Applicants who need accommodations in the positions for which they are applying should notify the Bank's Director of EEO or their recruiter. Bank employees who need an accommodation should contact their manager or Human Resources.

The Bank encourages the consideration of diversity in nominating or soliciting nominees for positions on the Bank's board of directors.

Equal Opportunity in Employment Complaint Procedure

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

Complaints of discrimination in employment should be promptly reported to the Bank as follows:

- If you are an employee, notify your manager, the Director of EEO, or the Bank's General Counsel.
- If you are an applicant, notify the Bank's Director of EEO at EEODirector@fhlbboston.com or:

Director of Equal Employment Opportunity
Human Resources Department
Federal Home Loan Bank of Boston
800 Boylston Street, 9th 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. Nothing in these procedures shall restrict any complainant's right to file a complaint directly with the Equal Employment Opportunity Commission at any time.