



FHLBank
Chicago

Respectful Workplace

FHLBank Chicago (the Bank) is committed to providing a professional and respectful workplace where Bank employees, members, and program partners interact with each other with dignity, respect and courtesy. The Bank's workplace includes any setting where Bank-related business is being conducted, including activities at the Bank's office, virtual meetings, online and electronic interactions, and Bank-sponsored events.

This commitment to professionalism and respect further extends to all interactions related to Bank business, including those which take place at non-Bank sponsored events, such as conferences, site visits, or other community or professional activities.

The Bank will review any business relationships that do not meet these standards of conduct to ensure compliance with applicable laws and policies. All parties doing business with the Bank are encouraged to raise any conduct concerns under the Bank's Whistleblower Policy.

If the Bank is informed about any potential harassment, discrimination or other disrespectful conduct by personnel of any program partner during Bank-related business or interactions, the Bank will notify senior management of the program partner and work toward mutual resolution. Such resolution may include remedial actions deemed appropriate by the Bank, up to and including restrictions on the partner's future participation in the Bank's Community First[®] programs.