



Federal Home Loan Bank
NEW YORK

EQUAL OPPORTUNITY STATEMENT

The Federal Home Loan Bank of New York ("Bank") is committed to the following:

To recruit, hire, develop, motivate, promote, retain, and compensate all applicants and employees in a nondiscriminatory manner without regard to race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, status as a parent, disability, genetic information, sexual and other reproductive health decisions, military or veteran status, or other characteristics protected by applicable law (including Title VII of the Civil Rights Act of 1964).

To ensure that all employment actions, including such matters as compensation, promotions, transfers, benefits, Bank-sponsored training/educational assistance, and social and recreational programs are administered in a nondiscriminatory manner without regard to race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, status as a parent, disability, genetic information, sexual and other reproductive health decisions, military or veteran status, or other characteristics protected by applicable law (including Title VII of the Civil Rights Act of 1964).

To establish and administer all contractual relationships in a non-discriminatory manner without regard to race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, status as a parent, disability, genetic information, sexual and other reproductive health decisions, military or veteran status, or other characteristics protected by applicable law (including Title VII of the Civil Rights Act of 1964).

To prohibit, and not knowingly permit, retaliation or reprisal against anyone that in good faith makes a report of unlawful discrimination or any employee who participates in an investigation of alleged unlawful discrimination.

This Equal Opportunity Statement shall be posted in the Bank's physical facilities, including through alternative media formats, as necessary, and shall be posted on the Bank's website.

Consistent with the provisions of 12 C.F.R. §1223.3(a), this Equal Opportunity Statement does not and should not be construed to create any right or benefit, substantive or procedural, enforceable at law, in equity, or through administrative proceeding, by any party against the Bank, its directors, officers, employees, and agents, or any other person.

Questions regarding this Equal Opportunity Statement may be directed to the Bank's Director of Office of Minority & Women Inclusion ("OMWI Director").