



## EQUAL OPPORTUNITY POLICY STATEMENT

The Federal Home Loan Bank of Atlanta is committed to the following:

- To recruit, hire, train, promote, and compensate all job seekers and employees in a nondiscriminatory manner without regard to race, color, religion, sex, national origin, age, disability, military or veteran status, sexual orientation, genetic information, gender identity, status as a parent (including pregnancy), marital status, immigration status, AIDS and HIV status or any other characteristic protected by applicable law;
- To ensure that all personnel actions with reference to such matters as compensation, promotions, transfers, benefits, Bank sponsored professional development/educational assistance, and social and recreational programs are administered in a nondiscriminatory manner without regard to race, color, religion, sex, national origin, age, disability, military or veteran status, sexual orientation, genetic information, gender identity, status as a parent (including pregnancy), marital status, immigration status, AIDS and HIV status, or any other characteristic protected by applicable law;
- To select and engage contractors and make and administer all contractual relationships in a nondiscriminatory manner without regard to race, color, religion, sex, national origin, age, disability, military or veteran status, sexual orientation, genetic information, gender identity, status as a parent (including pregnancy), marital status, immigration status, AIDS and HIV status, or any other characteristic protected by applicable law.

The Bank prohibits, and shall not knowingly permit, retaliation against a person who in good faith makes a report of unlawful discrimination or any employee who participates in an investigation of alleged unlawful discrimination.

The Bank has established a program to promote diversity and ensure, to the maximum extent possible, in balance with financially safe and sound business practices, the inclusion and utilization of minorities, women, individuals with disabilities, and minority-, women-, and disabled -owned businesses at all levels, in management and employment, in all business and activities, and at all levels of the Bank, including in management, employment, procurement, insurance, and all types of contracts.

The Bank's program includes, among other things, the following elements:

- **Employee Recruitment.** The Bank engages in recruiting and outreach directed at encouraging individuals who are minorities, women, or individuals with disabilities to seek or apply for employment with the Bank.

- Reasonable Accommodation of Disabilities. The Bank attempts to reasonably accommodate the known disability of an employee or job seeker where such person requests a reasonable accommodation and the accommodation would not constitute an undue hardship to the Bank's business.
- Reasonable Accommodation of Religious Beliefs or Practices. The Bank attempts to reasonably accommodate an employee or job seeker where such person requests a reasonable accommodation of sincerely held religious beliefs or practices and the accommodation would not constitute an undue hardship to the Bank's business.
- Board Nominees. The Bank encourages the consideration of diversity in nominating or soliciting nominees for positions on the Bank's board of directors and Affordable Housing Advisory Council.

This Equal Opportunity Policy 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 web site.

Consistent with the provisions of 12 C.F.R. §1223.3(a), this Equal Opportunity Policy 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.

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I certify that the above is a true and correct copy of the policy statement approved by the Bank's board of directors at its meeting on April 27, 2023.

  
 \_\_\_\_\_  
 Andrew S Locker  
 Senior Vice President and General Counsel,  
 Corporate Secretary and Director of Compliance

I endorse the above policy statement.

  
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 Kirk R. Malmberg  
 President and Chief Executive Officer