



Federal Home Loan Bank of Indianapolis Equal Opportunity Policy Statement

The Federal Home Loan Bank of Indianapolis (FHLBI) is committed to equal opportunity and will promote diversity through all business activities including employment, management, procurement, and contracting. FHLBI will conduct its policies and practices in a manner which treats each applicant, employee and contractor fairly on the basis of merit, experience, and other work-related criteria without regard to race, color, religion, national origin, sex, age, sexual orientation, gender identity, genetic information, veteran's status, or mental or physical disability, in accordance with federal law.

FHLBI will fulfill its responsibilities through the following activities:

- Provide equal opportunity in all aspects of employment to effectively attract, recruit, hire, compensate and retain all applicants, contractors, and employees in a nondiscriminatory manner;
- Manage internal employment practices and policies to ensure a commitment to a diverse and inclusive workplace through promotions, transfers, separations, education and training, professional development, succession planning and reasonable accommodations;
- Communicate and promote procurement opportunities effectively to qualified minority-, women- and disabled-owned businesses that provide high-quality competitive goods and services; and
- Not discriminate against any employee, applicant for employment, or contractor because of mental or physical disability in regard to any position for which the employee or applicant is qualified (or, where applicable, in connection with any potential procurement opportunity), and take affirmative action to employ, advance in employment, contract with, and otherwise treat qualified individuals with disabilities without discrimination.

FHLBI has established the Office of Minority and Women Inclusion (OMWI) to promote diversity and inclusion and to ensure, to the maximum extent possible, the fair inclusion and utilization of qualified minorities, women, disabled individuals, and minority-, women- and disabled-owned businesses. The OMWI Office will be overseen by the Vice President-Director of Human Resources. However, all FHLBI staff will share in the corporate-wide commitment and responsibility by focusing on the implementation of procurement processes and procedures that enhance such opportunities.

FHLBI strictly prohibits reprisal for reporting alleged discrimination or retaliation, or for providing information relating to, or cooperating in, any investigation of alleged discrimination or retaliation. Retaliation is itself a violation of this statement. Any persons engaged in such reprisal or retaliation will be subject to disciplinary action.

Approved by the Board of Directors on January 29, 2016.



Cindy Konich, President-CEO

2/4/16

Date