



Equal Employment Opportunity Policy

Federal Home Loan Bank of San Francisco
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Equal Employment Opportunity Policy Statement

The Federal Home Loan Bank of San Francisco is committed to fostering a diverse and tolerant work environment. The Bank prohibits discrimination against and harassment of employees and applicants for employment. The Bank is committed to the principles of equal opportunity and nondiscrimination and strives to ensure that applicants and employees have equal employment opportunities at all levels of the Bank without regard to their race, color, religion, national origin, citizenship, ancestry, sex, gender identity, sexual orientation, physical or mental disability (including pregnancy childbirth, or related medical conditions), military service or veteran status, caregiver status, age, family care or medical leave status, marital status, domestic partner status, genetic information, or any other basis prohibited by applicable law.

Our efforts include, but are not limited to, outreach, recruitment and/or advertising targeted to groups that have historically been underrepresented in the workplace; equitable evaluation of performance and administration of rates of pay, benefits, and other forms of compensation; and equitable selection for training and tuition assistance.

The Bank is committed to meeting not only the letter but also the spirit of this policy to provide the opportunity for all employees to perform at full capacity in accordance with their qualifications and interests. It is the responsibility of all the Bank's officers, managers, and supervisors to ensure that this policy is implemented in the workplace.

Policy Dissemination

The Bank's efforts to publicize its commitment to equal employment opportunity and nondiscrimination in employment, include, but are not necessarily limited to, the following:

1. Notification to all outside recruiting sources and employment agencies used by the Bank of its commitment to equal employment opportunity.
2. Inclusion of a statement of the Bank's status as an equal opportunity employer on all advertisements and employment applications.
3. Publication of this policy on the Bank's website, which is accessible to employees, applicants for employment, and members of the public.

Outreach

The Bank works with recruiting sources and organizations oriented toward diverse groups to ensure that members of those groups are aware of employment opportunities at the Bank. Specifically, the Bank:

1. Informs all recruitment sources of the Bank's commitment to equal employment opportunity and reviews the sources annually to determine their effectiveness in assisting the Bank with its workforce diversity initiative.
2. Maintains a list of organizations focused on groups that have historically been underrepresented in the workplace, and reviews annually their effectiveness in assisting the Bank with its workforce diversity initiative.
3. Participates in job fairs serving groups that have historically been underrepresented in the workplace, and advertises current employment opportunities at such job fairs.
4. Advertises in publications serving groups that have historically been underrepresented in the workplace.

Opportunities for the Disabled

It is the Bank's policy to afford equal employment opportunity to all disabled employees and job applicants and to reasonably accommodate all qualified individuals with a disability, consistent with the Bank's responsibilities as a private employer under the Americans with Disabilities Act of 1990, as amended ("ADA").

Requests for accommodation may be made to representatives of the Human Resources Department. The Human Resources Department will review all requests for accommodation and will communicate approval or denial to the requestor.

Requests for reasonable accommodations should be directed to:
Human Resources Department
Federal Home Loan Bank of San Francisco
PO Box 7948
San Francisco, CA 94120

Equal Employment Opportunity Policy Review

The Senior Vice President and Director of Human Resources is the Bank's Equal Employment Opportunity (EEO) and Office of Minority and Women Inclusion (OMWI) Officer. The EEO and OMWI Officer is responsible for establishing, administering, and reviewing on a regular basis the Bank's program of equal employment opportunity. At least once a year, the EEO and OMWI Officer will review the effectiveness of all of the Bank's equal employment policies, programs, and procedures. The results of the review and any recommendations for changes and improvements will be reported to the Bank's Chief Executive Officer and Board of Directors.

Reporting Complaints and Concerns

Individuals with complaints or concerns regarding perceived discrimination in employment may bring these issues to the attention of the EEO and OMWI Officer.

Any request for formal review of a complaint must be in writing and describe, in reasonable detail the reason for the complaint, including, but not limited to, the individual(s) involved; the action or treatment believed to be discriminatory; and the approximate applicable time period. The EEO and OMWI Officer, or his representative, will thoroughly investigate every reported complaint of discrimination and will provide the results of the investigation to the person lodging the complaint.

Complaints of discrimination should be directed to:
Senior Vice President and Director of Human Resources
FHLBank San Francisco
PO Box 7948
San Francisco, CA 94120

The Federal Home Loan Bank of San Francisco prohibits retaliation against any individual who files a complaint or other concern pursuant to this policy.