



Federal Home Loan Bank  
NEW YORK

## DIVERSITY AND INCLUSION STATEMENT

The Federal Home Loan Bank of New York 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, national origin, age, status as a parent, disability, genetic information, or any other characteristic 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, national origin, age, status as a parent, disability, genetic information, or other protected characteristics; and

To ensure, to the maximum extent possible in balance with financially safe and sound banking practices, the outreach, education and business opportunity to minority-, women-, and disabled owned businesses.

The Bank prohibits, and shall not knowingly permit, retaliation or reprisal 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.

Diversity and Inclusion principles of the Federal Home Loan Bank of New York include:

**Board Nominees:** The Bank encourages the consideration of diversity in nominating or soliciting nominees for positions on the Bank's board of directors.

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


**Reasonable Accommodations:** The Bank does not discriminate on the bases of disability nor religion as defined by applicable law. The Bank attempts to reasonably accommodate the known disability of an employee or an applicant for employment where such person requests a reasonable accommodation. The Bank also attempts to reasonably accommodate employees or an applicant to observe their sincerely held religious beliefs, given neither accommodation would constitute an undue hardship to the Bank's business.

**Contracting Outreach and Education:** The Bank engages in outreach and education designed to ensure to the maximum extent possible in balance with financially safe and sound business practices the inclusion in contracting opportunities of minorities-, women-, and disabled owned businesses.

This Diversity and Inclusion 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 at 12 C.F.R. § 1207.3(a), this Diversity and Inclusion 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 Diversity and Inclusion Statement may be directed to the Bank's Director of the Office of Minority and Women Inclusion.

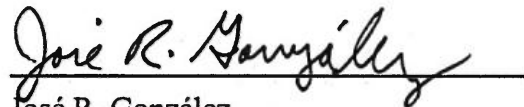
I certify that the above is a true and correct copy of the Diversity and Inclusion Statement approved by the Bank's Board of Directors at its meeting on August 17, 2017.



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Brian Finnegan  
Corporate Secretary

I endorse the above Diversity and Inclusion Statement.



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José R. González  
President and Chief Executive Officer