

Equal Employment Opportunity

The Bank is committed to a policy of equal employment opportunity for applicants and employees in all aspects of employment, including the terms and conditions of employment, recruitment, hiring practices, benefits, discipline and termination.

Employees and applicants for employment will not be discriminated against on the basis of race, color, religion, age, gender, national origin, genetic information, sexual orientation, gender identity characteristics or expression, familial status, citizenship status, marital status, disability, veteran status, domestic violence victim status or any other legally protected status, in any employment decisions, including, but not limited to, recruitment, hiring, compensation, training, apprenticeship, promotion, demotion, transfer, layoff, termination, or in any other term or condition of employment. All employment-related decisions are based solely on relevant criteria, including training, experience, education, qualifications, abilities and suitability.

All employees and particularly management have a responsibility to ensure that our workplace is free of discrimination. If you believe you have been discriminated against or harassed in your employment with the Bank, or learn of an incident of discrimination, you should immediately report the incident to your supervisor and/or to the Director of Human Resources.

Once management becomes aware of a complaint of discrimination, it is obligated to, and will, investigate. Although the Bank will investigate with due regard for privacy, confidentiality cannot be guaranteed. Retaliation, including intimidation, threats, coercion, or any other sort will not be permitted. No adverse employment action will be taken against any employee who makes a good faith report of alleged discrimination. If the Bank determines that an employee has committed a discriminatory act, that employee will be subject to severe discipline up to and including immediate termination.