



Equal Employment Opportunity Policy

I. Employment with the Bank

It is the policy of the Federal Home Loan Bank of Pittsburgh to ensure equal employment opportunity (EEO) for all employees and applicants for employment without regard to race, religion, color, sex, national origin, age, disability status, genetic information, veteran's status, ancestry, sexual orientation, or status as a parent as defined by applicable law.

Positive steps will be taken to ensure the fulfillment of equal employment opportunity throughout the Bank, with particular emphasis in the following areas:

- Recruitment, advertising, or solicitation for employment
- Hiring, placement, promotion, transfer, or demotion
- Corrective action and separation decisions
- Rates of pay and other forms of compensation
- Selection for training and other development activities

The Bank will fulfill these responsibilities as a commitment to employees and applicants to ensure an atmosphere free of all forms of discrimination and harassment, and to meet its responsibilities under the law.

Management is dedicated to creating and maintaining an atmosphere free of discrimination. Employees are expected to fully support the Bank's EEO policies and are responsible for respecting the rights of their co-workers. Employees are expected to cooperate and participate in investigations of matters involving EEO as required by the Bank.

The Managing Director, Human Resources has the responsibility for maintaining overall compliance with the Bank's EEO policies and for providing assistance to employees and management as necessary.

Harassment

We believe that no one should be subjected to verbal, visual, or physical harassment of any nature including, without limitation, e-mail and other forms of electronic communication. This includes harassment by any employee, customer, or vendor. Bank policy prohibits all forms of harassment. Specifically racial, ethnic, sexual, age, religion, national origin, and disability harassment are prohibited under any circumstances. Prohibited harassment includes conduct that has the purpose or effect of unreasonably interfering with the individual's work performance or creates an intimidating, hostile, or offensive work environment.

All aspects of harassment that creates a hostile work environment and sexual harassment in the form of unwelcome sexual advances, requests for sexual favors, and all other verbal, visual, or physical conduct of a sexual or otherwise offensive nature are prohibited. This includes offensive comments, jokes, innuendoes, posters, magazines, materials, (including e-mail, graphics, pictorial, and electronic materials,) and other sexually-oriented matter and statements.



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Complaint Procedure

If you believe you have been subjected to any job-related harassment, or believe you have been treated in an unlawful, discriminatory manner, promptly report the matter to your manager. If you feel that you are unable to discuss it with your manager, report it to another member of management or directly to a member of the Human Resources department. If the matter is reported by you to a member of management, the manager will promptly report the matter to Human Resources who will immediately investigate the matter and take swift corrective action, as appropriate. Information about the complaint will be kept confidential to the maximum extent possible. However, the Bank has a legal obligation to investigate complaints and take appropriate action.

Violations of the Bank's EEO and harassment policies are considered serious and will result in corrective action up to and including termination of employment with the Bank. The Bank prohibits any form of retaliation or reprisal against an employee or applicant for reporting a complaint under the policy or for assisting in a complaint investigation.

II. Contracting with the Bank--Supplier Diversity

The Bank is also committed to the principles of equal opportunity in contracting regardless of color, national origin, sex, religion, age, disability status or genetic information. The Bank prohibits retaliation or reprisal against any individual who files a complaint or other concern in regard to equal opportunity in contracting. The Bank undertakes efforts to help support: 1) minority-owned; 2) woman-owned and 3) disabled-owned businesses, as defined in 12 C.F.R. §1207.1. either directly or indirectly. Bank management shall publish a Supplier Diversity statement on the Bank's public website, setting forth the Bank's commitment to providing minority, woman and disabled-owned businesses direct access to the purchasing decision-makers within the Bank. Management shall annually review with the Bank's Board of Directors the Supplier Diversity statement and the Bank's Supplier Diversity activities generally as part of the Board's annual review and approval of this EEO Policy.

Approved by

/s/ Dennis S. Marlo

Dennis S. Marlo, Chairman, Board of Directors

February 25, 2011

Date

/s/ Winthrop Watson

Winthrop Watson, President and Chief Executive Officer

February 25, 2011

Date