



CAIR-Ohio, founded in 1998 in Ohio, is an affiliate of the Council on American-Islamic Relations (CAIR), the nation's largest Muslim civil rights advocacy organization. CAIR's mission is to defend the civil rights and religious liberties of American Muslims.

CAIR-Ohio and other CAIR Chapters nationwide regularly provide cultural competency trainings for employers to understand the unique needs of their Muslim employees and provide appropriate accommodations where needed. Each year CAIR-Ohio provides dozens of local workshops for Ohio businesses, agencies, and other organizations to help educate about Islam, dispel stereotypes, and promote diversity in the workplace.

Please consider our office a resource for you and your organization. You are welcome to contact us whenever you need help or answers to specific questions. We also encourage you to contact us if you are interested in bringing a workshop or training to your business.

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Employer's Guide to Ramadan



The Muslim community will celebrate Ramadan and the two annual Islamic religious holidays, Eid al-Fitr & Eid al-Adha, on the following dates for 2023 & 2024:

	Ramadan	Eid al-Fitr	Eid al-Adha
2023:	3/22 - 4/20	4/21	6/28
2024:	3/10 - 4/8	4/9	6/16

*Note: dates are approximate and may vary by one day depending on the individual's religious school of thought.

Ramadan is the month in which Muslims are required to fast from sunrise to sunset, and it can last from 29-30 days. It is a period of personal restraint and renewed focus on moral conduct. It is also a time to empathize with those who are less fortunate and to appreciate what one has. Fasting does not mean Muslims cease to work. An employee observing the fast will not be able to eat during typical lunch times. However, he or she will need to eat after sundown, or for those working night shifts, before dawn.

Fasting during Ramadan is obligatory for Muslims. Muslims also increase their worship and study of the Qur'an during Ramadan, and often attend late night prayers that begin an hour and a half after sunset and last for two hours. These late nights cause many Muslims to rise later than usual, and some people may appear fatigued due to hunger, thirst and disrupted sleep.

Muslims celebrate two Islamic holidays each year called Eid al-Fitr and Eid al-Adha. Eid al-Fitr signifies the end of the month of Ramadan, and Eid al-Adha signifies the end of Hajj, Islam's annual holy pilgrimage to Mecca. Both days are commemorated by Muslims worldwide through prayer, celebration, and gift giving according to their unique cultural traditions. Celebrating these holidays requires that Muslims take at least one day off twice every year. There should be no penalty for this religious obligation.

We understand that Muslim employees need to maintain their required duties during this period of time. However, because federal and state law require employers to make reasonable accommodations for the religious practices of their employees, we urge you to take the following into consideration while scheduling for this upcoming year:

- 1 Employers can accommodate Eid Al-Fitr and Eid Al-Adha by not scheduling Muslim employees on this day. If certain hours of work need to be completed during Eid Al-Fitr or Eid Al-Adha, we ask that employers allow Muslim employees to complete them before or after the employee's excused holiday absence.
- 2 Many Muslim employees are unaware that excused absences are allowed under federal law for religious holidays. We ask employers to inform their Muslim employees of this option.
- 3 Note that some Muslim employees might fast while others might not, depending on their faith-involvement.
- 4 If an employer notices changes in an employee's quality of work or behavior during Ramadan, we ask the employer to notify the employee(s) and discuss options with them.
- 5 If concerned about the physical hardship of fasting, we ask you to contact the employee(s) and speak with them.