

Workplace Mosaics



A GUIDE TO CULTURAL OBSERVANCES

Tips and guidance to help leaders recognize and respect the religious and cultural diversity of their workplace communities.

Building and sustaining a strong community – in your company, organization, or institution – requires recognizing and make space for the diverse cultures that shape the lives of your community members. Members of your community want to be seen, heard, and valued. They want to feel like they belong. And they want to bring their full selves to the workplace.

You can support a culture of belonging and inclusion by making sure that your organization acknowledges the religious and cultural customs that are important in the lives of your team members. Here are some ways you can acknowledge and accommodate these practices.

Religious Holidays

Often in US culture, we treat certain holidays as universal when they actually have particular European and Christian roots, such as Christmas, Easter, and Valentine’s Day. If we want to support a multicultural community, we should recognize a broad range of holidays, not just the dominant ones with Euro-Christian roots. This includes offering greetings and well wishes for these holidays. For instance, if you wish your community a Merry Christmas in December, you can also wish them a Happy Passover or Chag Pesach Sameach in the spring. Beyond just the greetings, you can pay attention to when your team members may want to ask for time off work to celebrate their holidays and try not to schedule big project deadlines or company events during these times. Try to understand the demographics of your workplace in order to know which holidays you should focus on keeping track of.

Everyday Practices

Many people don’t just observe their religions during holidays, but incorporate practices into their daily lives. Many times these practices show up in the workplace in the forms of dietary practices, clothing and grooming practices, and daily contemplative practices.

Dietary Practices

Religious dietary practices often include restrictions on meats – the type of meat, such as pork, shellfish, or beef, the preparation/slaughter of the meat, such as halal or kosher meats, or avoiding all meats. Many Muslims do not eat pork or products with pork, such as gelatin, and meats they do eat must have halal certification. Halal is the Arabic word for “permissible.” Many Jews do not eat pork or shellfish and some only eat meats that are certified kosher, which also requires the separation of meats and dairy products. Some Catholics abstain from eating meat from warm-blooded animals on Fridays and may eat fish instead, and some Eastern Orthodox may fast of all foods on Fridays until evening. Many Hindus do not eat beef and many do not eat meat at all. Many Buddhists and Jains are vegetarian as well and avoid eggs in addition to meats. Additionally, many religious dietary practices restrict the consumption of alcohol and some restrict the consumption of caffeine.

If you are hosting a lunch or dinner in your workplace, make sure that you offer foods that meet these dietary practices. If you cannot offer halal or kosher meats, you can have a vegetarian or vegan option. You should also clearly label any foods that contain pork, shellfish, or alcohol so that people can avoid them if they so choose.

Certain dietary practices can coincide with holidays, like Ramadan, Passover, and Lent. Ramadan is a holy month during which many Muslims abstain from eating and drinking from sunrise to sunset. During Passover, many Jews avoid all grains with the exception of matzah, which is made from unleavened wheat. During Lent, some Catholics avoid meat on Fridays with the exception of fish.

Clothing & Grooming Practices

Some religions and cultures include guidelines around clothing and grooming. Some practices involve the covering of hair. Some Muslim women cover their hair with the hijab, some Sikh men wear turbans, some married Orthodox Jewish women cover their hair with wigs, and some Jewish men cover their heads with a skullcap called a yarmulke or kippah. Additionally, some religions discourage cutting of hair or facial hair. Many Sikh, Muslim, and Jewish men wear beards. Many Rastafari wear their hair in natural locs. Additionally, natural hair, locs, long hair, and braids are common customs across Black and indigenous cultures.

In terms of clothing, many people practice their religious customs by choosing to dress modestly, which can include loose-fitting clothing and covering their arms and legs in addition to a head covering.

The best way to accommodate this wide variety of clothing and grooming practices in your workplace is to avoid rigid or narrow dress policies. Be aware of ways that implicit cultural biases may shape traditional ideas of "professional" attire and allow a category such as "corporate casual" to be interpreted broadly across cultural practices. It's also common in some cultures for people to have facial piercings, wear prayer beads, or have tattoos. It's a good practice to avoid commenting on or asking people to explain their clothing or grooming choices.

Daily Contemplative Practices

Many religious people incorporate prayer or meditation into their daily routines. For example, many Muslims pray multiple times a day, including while at work or school. You can create a welcoming and accommodating space for your team members if you set aside a private, quiet area, such as an empty office that team members can use for prayer or meditation.

Many workplaces are closed on Sundays, which accommodates Christian religious services. However, other religions hold services on other days during the week. Many Muslims attend jummah services at their mosque or masjid on Friday afternoons, so they may take a longer lunch break on Fridays. Many Jews observe shabbat, which is a period of rest and contemplation that begins at sundown on Friday and lasts until sundown on Saturday. They may need to leave work early on Fridays, especially during the winter when the sun sets early in the evening.

The best way to create a welcoming and inclusive multicultural environment in your company or organization is to be open to a wide variety of cultural practices and customs, avoid privileging only some practices over others (i.e. acknowledging Christmas but ignoring other religious holidays), and make space for your team members to request the accommodations they need for their cultural and religious practices. For example, you can create a survey or have an open channel of communication where people can request accommodations beforehand. If you build a culture in which members of your team feel that they can show up as their full, authentic selves, you will also build a stronger work environment.

Dia de los Reyes (Three Kings Day): Mexican Catholicism

Celebrates the three Kings, or Wise Men, from the story of the birth of Jesus.

General practices: Celebrations include giving gifts to children, eating festive cake, and feasting together.

Recommended Accommodations: Time off should be provided to enjoy the festivities and spend time with family.

Greeting: Feliz Día de Reyes (Happy Three Kings' Day)

Date observed (lunisolar):

- January 6

Christmas: Armenian Orthodoxy

Celebration of the birth of Jesus.

General practices: Many attend services, exchange gifts, and eat festive meals with loved ones.

Recommended Accommodations: As with the December 25 date commonly known in North America, those celebrating should be allowed time off.

Greeting: Merry Christmas

Date observed (lunisolar):

- January 6

Christmas: Eastern & Oriental Orthodoxy

Celebration of the birth of Jesus.

General practices: Many attend services, exchange gifts, and eat festive meals with loved ones.

Recommended Accommodations: As with the December 25 date commonly known in North America, those celebrating should be allowed time off.

Greeting: Merry Christmas

Date observed (lunisolar):

- January 7

Día de la Candelaria (Candlemas): Mexican Catholicism

The celebration of the presentation of the baby Jesus at the Temple.

General practices: Celebrated by feasting, particularly on tamales, with loved ones.

Date observed (lunisolar):

- February 2

Recommended Accommodations: Time off should be provided to prepare for the festivities and spend time with family.

Chinese New Year/Spring Festival/Lunar New Year/Tết/Losar/Seollal:

An important festival for all cultures with a historic relationship to Chinese culture, such as Vietnamese, Tibetan, and Korean

Marks the beginning of the Lunar New Year in many East and Southeast Asian cultures.

General practices: The cultural diversity of this holiday is reflected in its many traditions. Some common practices include giving and receiving red envelopes full of money, attending public performances and celebrations, and feasting with loved ones.

Greetings:

- *Mandarin:* Xīn nián kuài lè;
- *Cantonese:* Gong hei fat choy;
- *Vietnamese:* Chúc mừng năm mới;
- *Filipino:* Maligayang Bagong Taon;
- *Korean:* Saehae bok mani badeuseyo

Dates observed (lunar):

- February 1, 2022
- January 22, 2023
- February 10, 2024
- January 29, 2025
- February 17, 2026
- February 6, 2027

Recommended Accommodations: Time off should be provided to enjoy the festivities and spend time with family.

Parinirvana Day/Nirvana Day: Mahayana Buddhism

Celebrates the day the Buddha achieved complete Nirvana, upon the death of his physical body.

General practices: Celebrations include visits to temples, scriptural readings, and meditation.

Date observed (lunisolar):

- Dates vary by culture
- February 8; or
- February 15

Recommended Accommodations: Time off should be provided to visit temples.

Lantern Festival/Shangyuan Festival: Chinese cultural

Marks the final day of Chinese New Year celebrations.

General practices: Celebrants go out at night with paper lanterns that symbolize good fortune and letting go of the past year.

Recommended Accommodations: Celebrations take place at night, so no accommodations are necessary.

Date observed (lunar):

- February 15, 2022
- February 5, 2023
- February 24, 2024
- February 12, 2025
- March 3, 2026
- February 21, 2027

Māgha Pūjā: Theravāda Buddhism

Celebrates the gathering of the Buddha and 1,250 of his original disciples.

General practices: Celebrations include processions, attending services, lighting candles, and making food offerings. Celebrants perform merit-making activities such as charitable giving and meditation.

Recommended Accommodations: Celebrations usually take place at night, so no accommodations are necessary.

Date observed (lunar):

- February 16, 2022
- March 6, 2023
- February 24, 2024
- February 13, 2025
- March 4, 2026
- February 22, 2027

Ayyám-i-Há (Intercalary Days): Bahá'í Faith

The celebratory intercalary period between the last two months of the Bahá'í calendar.

General practices: Bahá'ís often exchange gifts and participate in humanitarian projects.

Recommended Accommodations: While Bahá'ís do not suspend work for this period, they may request time to spend with family or to participate in charity.

Greeting: Happy Ayyám-i-Há

Date observed (lunisolar):

- February 25 - March 1, 2022
- February 26 - March 1, 2023
- February 26 - February 29, 2024
- February 25 - February 28, 2025
- February 25 - March 1, 2026
- February 26 - March 1, 2027

Ash Wednesday: Catholic & Protestant Christianity

A holy day of prayer and penance that starts the season of Lent. Ashes evoke the biblical Genesis 3:19: “For you are dust, and to dust you shall return.”

General practices: Participants have an ash cross drawn on the forehead or ashes sprinkled on top of the head by religious leaders. Individuals may or may not attend a service while acquiring ashes.

Recommended Accommodations: Time off should be provided to acquire ashes and potentially attend a service during business hours. Be respectful of those who come into work with visible ash on their heads.

Dates observed (lunar):

- March 2, 2022
- February 22, 2023
- February 14, 2024
- March 5, 2025
- February 18, 2026
- February 10, 2027

Lent: Catholic & Protestant Christianity

A period of fasting in preparation for the Easter season.

General practices: Individuals may choose to fast during this period. Common fasting practices include abstention from meat and/or another chosen habit of choice, such as eating sweets or watching TV. Particularly with meat, abstention times may vary. Some fast for the duration of Lent, some every Friday, some only on Good Friday.

Recommended Accommodations: If any employees are fasting, sensitivity around mealtimes is encouraged. Include vegetarian, vegan, and non-alcoholic options.

Dates observed (lunar):

- March 2 - April 14, 2022
- February 22 - April 6, 2023
- February 14 - March 28, 2024
- March 5 - April 17, 2025
- February 18 - April 2, 2026
- February 10 - March 25, 2027

Alá, the Month of Fasting: Bahá'í Faith

This Nineteen-Day Fast serves to invigorate the soul and bring the participant closer to God.

General practices: Bahá'ís aged fifteen and older abstain from food and drink from sunrise to sunset.

Recommended Accommodations: Don't pressure those observing the Nineteen-Day Fast to join lunch and keep in mind that people may have less energy this month.

Date observed (lunisolar):

- March 2 - March 20, 2022
- March 2 - March 20, 2023
- March 1 - March 19, 2024
- March 1 - March 19, 2025
- March 2 - March 20, 2026
- March 2 - March 20, 2027

Great Lent: Eastern Christianity

A period of fasting in preparation for the Easter season.

General practices: Individuals may choose to fast during this period. During the Great Lent, meat, fish, fowl, and dairy are abstained from at all times, and alcohol and oils are abstained from on week days.

Recommended Accommodations: If any employees are fasting, sensitivity around mealtimes is encouraged. Include vegan and non-alcoholic options.

Dates observed (lunar):

- March 7 - April 23, 2022
- February 27 - April 15, 2023
- March 18 - Mary 4, 2024
- Marcy 3 - April 19, 2025
- February 23 - April 11, 2026
- March 15 - April 1, 2027

Purim: Judaism

A joyful holiday celebrating the story of the biblical Esther, who rescued the Jewish people from destruction in ancient Persia.

General practices: Jews may read the Megillat Esther and have a festive meal with loved ones. Celebrants are encouraged to eat, drink, and be merry in remembrance of the deliverance of their ancestors.

Recommended Accommodations: This festival's rituals usually take place in the home and at services, so no accommodations are necessary.

Greeting: Happy Purim or Chag Sameach ("Happy holiday")

Dates observed (lunar):

- March 16 - March 17, 2022
- March 6 - March 7, 2023
- March 23 - March 24, 2024
- March 13 - March 14, 2025
- March 2 - March 3, 2026
- March 22 - March 23, 2027

Holi: Hinduism

Holi is the “festival of colors” celebrating the triumph of good over evil as well as the coming of colorful spring and the end of dull winter.

General practices: Hindus often sprinkle colored water and powder on others and celebrate with bonfires and lights, signifying the victory of good over evil.

Recommended Accommodations: Time off should be provided to enjoy the festivities and spend time with family.

Greeting: Happy Holi

Dates observed (lunisolar):

- March 18, 2022
- March 8, 2023
- March 25, 2024
- March 14, 2025
- March 3, 2026
- March 22, 2027

Hola Mohalla: Sikhism

Hola Mohalla conveys the message of courage and defense preparation, concepts dear to the Tenth Guru, who defended the Sikhs against the threats of the Mughal Empire and the Hill Kings.

General practices: Hola Mohalla is a three-day grand festival with mock battles, exhibitions, displays of weapons, music, and poetry competitions. Together the words “Hola Mohalla” mean “mock fight.”

Recommended Accommodations: This festival's rituals usually take place outside of standard work hours, but some may request time off to attend festivities.

Greeting: Happy Hola Mohalla

Dates observed (lunisolar):

- March 18 - 20, 2022
- March 8 - 10, 2023
- March 25 - 27, 2024
- March 14 - 16, 2025
- March 4 - 6, 2026
- March 23 - 25, 2027

Nowruz/Naw-Rúz: Persian culture, Zoroastrianism, Bahá'í Faith, some Shia Islam

Originating in Zoroastrianism and ancient Iranian culture, Nowruz marks the new year on the spring equinox and is celebrated by multiple faiths and cultures.

General practices: Celebrations include visiting loved ones, eating festive meals, and public festivities. Many communities have distinct customs on this day, such as Bahá'ís who break their Alá fast and Twelver Shia Muslims who may fast for the day.

Recommended Accommodations: Time off should be provided for those attending festivities or religious functions. Bahá'ís are obligated to suspend work and school on this day. Be sensitive to more specific religious or cultural requests.

Greeting: Happy Nowruz or Nowruz Mubarak

Date observed (lunisolar):

- March 20
- Can vary between March 19 - 22

Ramadan: Islam

Ramadan falls on the ninth month of the Islamic calendar and is a holy month for Muslims.

General practices: Muslims will fast for this 30 day period, which includes eating pre-dawn meals and breaking fast at sunset. Many Muslims will spend more time at mosques and give to charity.

Recommended Accommodations: Don't pressure those observing Ramadan to join lunch. Allow breaks for prayer times. Keep in mind that people may have less energy this month.

Greeting: Ramadan Mubarak or Happy Ramadan

Dates observed (lunar):

- April 2 - May 2, 2022
- March 22 - April 21, 2023
- March 10 - April 9, 2024
- Feb. 28 - March 30, 2025
- Feb. 17 - March 18, 2026
- Feb. 7 - March 8, 2027

Qingming Festival: Chinese cultural

A day to pay respects to deceased family members.

General practices: People visit burial sites to clean family graves, pray, and make offerings.

Recommended Accommodations: Time off should be allowed for those who wish to visit family resting places.

Greeting: While there is no standard greeting, refrain from wishing someone "Happy Qingming" due to the somber nature of the holiday.

Dates observed (lunisolar):

- April 5, 2022
- April 5, 2023
- April 4, 2024
- April 4, 2025
- April 5, 2026
- April 5, 2027

Rama Navami or Ramnavmi: Hindusim

Rama Navami marks the birth of Lord Ram.

General practices: Traditions include special prayers and food offerings.

Recommended Accommodations: This festival's rituals usually take place in the home and at services, so no accommodations are necessary.

Greeting: Happy Ramnavmi

Dates observed (lunisolar):

- April 10, 2022
- March 30, 2023
- April 17, 2024
- April 6, 2025
- March 27, 2026
- April 15, 2027

Songkran (Theravādin New Year): Theravāda Buddhism

The Theravādin New Year is celebrated in many South and Southeast Asian cultures.

General practices: Though celebrations vary by culture, some practices include visiting temples to offer food and perform cleansing rituals and participating in public water fights.

Recommended Accommodations: Time off should be provided to visit temples and attend festivities.

Greeting: Happy Songkran Day or Happy New Year

Date observed (lunar):

- Dates vary by country
- May 16, 2022
- May 5, 2023
- May 23, 2024
- May 12, 2025
- May 1, 2026
- May 20, 2027

Mahavir Jayanti: Jainism

Mahavir Janma Kalyanak is an important Jain festival celebrating the birth of Mahavir, the twenty-fourth and last Tirthankara of present Avasarpiṇī.

General practices: Jains take part in prayers, fasting, charity, and meditation. Devotees may also visit temples.

Recommended Accommodations: Time off should be provided to visit temples. Avoid planning events around meals if employees are participating in the fast.

Greeting: Happy Mahavir Jayanti

Dates observed (lunisolar):

- April 14, 2022
- April 4, 2023
- April 21, 2024
- April 10, 2025
- March 31, 2026
- April 19, 2027

Vaisakhi: Sikhism, some Hinduism

Sikh new year festival and commemorates 1699, the year Sikhism was born. Vaisakhi is also a long-established harvest festival.

General practices: Celebrations include parades, dancing, singing, and chanting scriptures throughout the day.

Recommended Accommodations: Time off should be provided to attend services and celebrations.

Greeting: Happy Vaisakhi

Dates observed (lunisolar):

- April 14, 2022
- April 14, 2023
- April 13, 2024
- April 14, 2025
- April 14, 2026
- April 14, 2027

Pesach/Passover: Judaism

A festival of freedom commemorating the ancient Israelites' escape from slavery in Egypt.

General practices: Pesach is celebrated with seder dinners on the first two nights, which are festive meals including retellings of the Exodus story and eating symbolic foods. Many will fast from foods made with leaven for the duration of Passover.

Recommended Accommodations: Time off may be requested to spend time with family and prepare for the festivities on the first day or two. Workplace events centering around food should include options devoid of hametz: the fermented products of wheat, spelt, barley, oats, and rye. This excludes bread, pasta, cookies, and other baked goods. Different Jewish ethnic groups adhere to different restrictions, so speak to employees regarding their specific dietary needs at this time.

Greeting: Happy Pesach, Happy Passover, or Chag Sameach (“Happy holiday”)

Dates observed (lunisolar):

- April 15 - April 23, 2022
- April 5 - April 13, 2023
- April 22 - April 30, 2024
- April 12 - April 20, 2025
- April 1 - April 9, 2026
- April 21 - April 29, 2027

Good Friday: Catholic & Protestant Christianity

Commemorates the day of the death of Jesus.

General practices: Many observe by fasting and attending services.

Recommended Accommodations: Time off should be provided to attend services and experience the day's solemnity.

Dates observed (lunar):

- April 15, 2022
- April 7, 2023
- March 29, 2024
- April 18, 2025
- April 3, 2026
- March 26, 2027

Pascua (Easter): Mexican Catholicism

Pascua (Easter) in Mexico is a two week celebration, consisting of Semana Santa, the week before, and Semana de Pascua, the week after. Pascua itself falls in the middle of this period.

General practices: Schools in Mexico receive a two-week break during this period. Mexican employees may choose to vacation at this time. Many will also attend services for Viernes Santo (Good Friday) and Pascua during this time.

Recommended Accommodations: Time off should be provided for those attending services, as with Easter in the US. Additional time off may also be requested during the two-week period to spend time with family and enjoy the festivities.

Greeting: Feliz Pascua

Dates observed (lunar):

Semana Santa & Semana de Pascua

- April 10 - April 22, 2022
- April 2 - April 14, 2023
- March 24 - April 5, 2024
- April 13 - April 25, 2025
- March 29 - April 10, 2026
- March 21 - April 2, 2027

Pascua

- April 17, 2022
- April 9, 2023
- March 31, 2024
- April 20, 2025
- April 5, 2026
- March 28, 2027

Easter: Catholic & Protestant Christianity

A joyful holiday commemorating the resurrection of Jesus.

General practices: Observed by attending services and feasting with loved ones.

Recommended Accommodations: Falls on a Sunday, so generally will not conflict with work. Employees who typically work on Sundays should be allowed the day off.

Greeting: Happy Easter

Dates observed (lunar):

- April 17, 2022
- April 9, 2023
- March 31, 2024
- April 20, 2025
- April 5, 2026
- March 28, 2027

Good Friday: Eastern Christianity

Commemorates the day of the death of Jesus.

General practices: Many observe by fasting and attending services.

Recommended Accommodations: Time off should be provided to attend services and experience the day's solemnity.

Dates observed (lunar):

- April 22, 2022
- April 14, 2023
- May 3, 2024
- April 18, 2025
- April 10, 2026
- April 30, 2027

Easter/Pascha: Eastern Christianity

A joyful holiday commemorating the resurrection of Jesus.

General practices: Observed by attending services and feasting with loved ones.

Recommended Accommodations: Falls on a Sunday, so generally will not conflict with work. Employees who typically work on Sundays should be allowed the day off.

Greeting: Happy Easter

Dates observed (lunar):

- April 24, 2022
- April 16, 2023
- May 5, 2024
- April 20, 2025
- April 12, 2026
- May 2, 2027

Ninth Day of Ridván: Bahá'í Faith

The day Bahá'u'lláh's family joined Him in the Garden of Ridván.

General practices: Bahá'ís gather for community celebration and prayer. They often celebrate by participating in outdoor activities.

Recommended Accommodations: Time off should be provided as Bahá'ís suspend work and school on this day.

Greeting: Happy Ridván

Date observed (lunisolar):

- April 29, 2022
- April 29, 2023
- April 28, 2024
- April 28, 2025
- April 29, 2026
- April 29, 2027

Twelfth Day of Ridván: Bahá'í Faith

The day Bahá'u'lláh and His family left the garden for Constantinople.

General practices: Bahá'ís gather for community celebration and prayer.

Recommended Accommodations: Time off should be provided as Bahá'ís suspend work and school on this day.

Greeting: Happy Ridván

Date observed (lunisolar):

- May 2, 2022
- May 2, 2023
- May 1, 2024
- May 1, 2025
- May 2, 2026
- May 2, 2027

Eid Al-Fitr: Islam

Marks the end of Ramadan and can last for up to 3 days. Sunnis and Shia Muslims may celebrate Eid on different days. For Sunnis, Eid is based on the appearance and the subsequent sighting of the Lunar crescent. Some Shia sects go off a more fixed calendar.

General practices: Eid is celebrated by spending time with family, friends, and the community. Many Muslims attend prayers at the Mosque and make a charitable contribution, called Zakat. Muslims dress up on Eid morning in their best, often brand-new clothes and many decorate their houses for the occasion.

Recommended Accommodations: Time off should be provided to allow people to attend daytime prayers. Any workplace events centered around food should include non-alcoholic and halal or vegetarian options.

Greeting: Eid Mubarak

Dates observed (lunar):

- May 3, 2022
- April 21, 2023
- April 9, 2024
- March 30, 2025
- March 19, 2026
- March 9, 2027

Akshaya Tritiya/Akha Teej: Jainism, Hinduism

The Spring festival, during which Jains pay homage to the first Tirthankara, Rsabhanatha.

General practices: In Jainism, this is a holy day of fasting and pilgrimages to religious places. People fast as per the rituals on this day and consume sugarcane juices to refresh and hydrate themselves.

Recommended Accommodations: Time off should be provided for those who wish to visit temples. Avoid planning events around meals if employees are participating in the fast.

Greeting: Happy Akshaya Tritiya

Dates observed (lunisolar):

- May 3, 2022
- April 23, 2023
- May 10, 2024
- April 30, 2025
- April 19, 2026
- May 8, 2027

Vesak/Wesak/Buddha's Birthday: Theravāda, Tibetan, Navayana, & some Mahayana Buddhism

Commemorates the birth of Gautama Buddha in East Asian traditions and his enlightenment and death as well in South Asian traditions.

General practices: Celebrants visit temples, eat vegetarian food, and release animals.

Recommended Accommodations: Time off should be provided for temple visits. Any workplace events centered around food should include vegetarian options.

Date observed (lunar):

- Dates vary by country
- May 16, 2022
- May 5, 2023
- May 23, 2024
- May 12, 2025
- May 1, 2026
- May 20, 2027

Declaration of the Báb: Bahá'í Faith

The anniversary of the Báb's announcement of His mission.

General practices: Bahá'ís gather to listen to public readings from religious writings.

Recommended Accommodations: Time off should be provided as Bahá'ís suspend work and school on this day.

Date observed (lunisolar):

- May 24, 2022
- May 24, 2023
- May 23, 2024
- May 23, 2025
- May 24, 2026
- May 24, 2027

Ascension of Bahá'u'lláh: Bahá'í Faith

This day marks the passing of Bahá'u'lláh.

General practices: Prayers are made in the early hours of the morning.

Recommended Accommodations: Time off should be provided as Bahá'ís suspend work and school on this day.

Date observed (lunisolar):

- May 29, 2022
- May 29, 2023
- May 28, 2024
- May 28, 2025
- May 29, 2026
- May 29, 2027

Dragon Boat Festival: Chinese cultural

Set in the unlucky fifth month of the Chinese lunar calendar, this festival is a day to dispel misfortune.

General practices: Celebrants may race dragon boats and eat zongzi rice dumplings

Recommended Accommodations: Time off should be provided for those who wish to participate in the festivities.

Date observed (lunar):

- June 3, 2022
- June 22, 2023
- June 10, 2024
- May 31, 2025
- June 19, 2026
- June 9, 2027

Shavuot: Judaism

A holiday celebrating both the grain harvest and the giving of the Torah at Mt. Sinai.

General practices: Celebrants will attend services and eat dairy products.

Recommended Accommodations: This festival's rituals usually take place in the home and at services, so no accommodations are necessary.

Greeting: Chag Sameach ("Happy holiday")

Dates observed (lunar):

- June 4 - June 6, 2022
- May 25 - May 27, 2023
- June 11 - June 13, 2024
- June 1 - June 3, 2025
- May 21 - May 23, 2026
- June 10 - June 12, 2027

Juneteenth: African-American

Celebrates the Union army's arrival in Corpus Christi to announce and enforce emancipation in Texas.

General practices: Many Black communities celebrate with festivities such as cookouts and street fairs, arts such as musical performances, and historical readings such as the Emancipation Proclamation.

Recommended Accommodations: Juneteenth was declared a federal holiday in 2021, but only half of US states acknowledge it as a state holiday as of 2022. Non-federal employers and those in states where Juneteenth is not currently recognized should allow time off for employees who wish to celebrate.

Greeting: Happy Juneteenth

Date observed (lunisolar):

- June 19

Sensitivity: Some African-Americans consider the Fourth of July problematic and choose not to celebrate it because it does not accurately reflect the history of Black Americans' freedom.

Eid Al-Adha/Eid-ul-Adha: Islam

Commemorates Prophet Ibrahim’s devotion to Allah SWT. Eid Al-Adha means the festival of sacrifice.

General practices: Eid Al-Adha can last anywhere between two and four days. The act of Qurbani (sacrifice) is carried out following Eid prayer, which are typically performed in congregation at the nearest Mosque in the morning. The meat is divided into three equal portions per share; one-third is for the celebrant and their family, one-third is for friends, and the final third is to be donated to those in need.

Recommended Accommodations: Time off should be provided for those attending daytime prayers. Any workplace events centered around food should include non-alcoholic and halal or vegetarian options.

Greeting: Eid Mubarak

Dates observed (lunisolar):

- July 9, 2022
- June 28, 2023
- June 16, 2024
- June 6, 2025
- May 26, 2026
- May 16, 2027

Martyrdom of the Báb: Bahá’í Faith

Marks the Martyrdom of the Báb, who was executed in 1850.

General practices: Bahá’ís meet for prayer and scriptural readings, often at noon.

Recommended Accommodations: Time off should be provided as Bahá’ís suspend work and school on this day.

Date observed (lunisolar):

- July 10, 2022
- July 10, 2023
- July 9, 2024
- July 9, 2025
- July 10, 2026
- July 10, 2027

Eid Al-Ghadeer: Shia Islam

The day that the Prophet Mohammad proclaimed that Ali Ibn Abu Talib would be his successor. Eid Al-Ghadeer is a celebration of the Prophet’s chosen line of succession after him.

General practices: Many Shia Muslims commemorate this day by attending lectures and reading the history of both the Prophet and Ali Ibn Abu Talib.

Recommended Accommodations: Time off should be provided for those attending daytime prayers. Any workplace events centered around food should include non-alcoholic and halal or vegetarian options.

Greeting: Eid Mubarak

Dates observed (lunisolar):

- July 17, 2022
- July 6, 2023
- June 24, 2024
- June 14, 2025
- June 3, 2026
- May 24, 2027

Pioneer Day: Latter Day Saints

Commemorates the arrival of Brigham Young and his community to the Salt Lake after fleeing persecution.

General practices: Celebrants may attend parades, spend time with family, and eat festive meals.

Recommended Accommodations: Pioneer Day is both a state and church holiday in Utah. Time off should be provided for those employed outside Utah or the Mormon Culture Region in order to celebrate.

Greeting: Happy Pioneer Day

Date observed (lunisolar):

- July 24

Islamic New Year: Islam

The Islamic New Year, also called the Hijri New Year, is the day that marks the beginning of a new lunar Hijri year.

General practices: Celebrations for Islamic New Years vary between communities.

Recommended Accommodations: Most celebrations take place in the home, so no specific accommodations are necessary.

Greeting: Happy Hijri New Years

Dates observed (lunar):

- July 29, 2022
- July 18, 2023
- July 7, 2024
- June 26, 2025
- June 16, 2026
- June 5, 2027

Tisha B'av: Judaism

Tisha B'av is a day of mourning the destruction of the Second Temple in the ancient period.

General practices: More observant Jews may avoid celebrations in the preceding three weeks, avoid meat in the preceding nine days, and may fast on Tisha B'av itself.

Recommended Accommodations: Workplace events centering around food in the preceding nine days should include vegetarian options. Avoid scheduling events around food on the day itself.

Dates observed (lunar):

- August 5 - August 6, 2022
- July 26 - 27, 2023
- August 12 - August 13, 2024
- August 2 - August 3, 2025
- July 22 - July 23, 2026
- August 11 - August 12, 2027

Ashura: Islam, different sect observances

For Sunnis, Ashura is a day of prayer and celebration marking a victory God gave to the prophet Moses. For Shias, it's a day of mourning the murder of Prophet Muhammad's grandson Hussein during the Battle of Karbala.

General practices: Ashura is more widely celebrated within Shia communities. Shia Muslims observe this 10-day period as a time of mourning by dressing in black and attending special prayers at Mosques and other public places.

Recommended Accommodations: Allow flexibility with work/school hours to account for special prayer times during this 10-day period. This may include half days, late starts, or deadline extensions. On the day Ashura, time off should be provided.

Dates observed (lunar):

- August 7, 2022
- July 27, 2023
- July 16, 2024
- July 5, 2025
- June 25, 2026
- June 14, 2017

Raksha Bandhan: Hinduism

Raksha Bandhan is an ancient tradition of honoring the relationship between brother and sister.

General practices: A sister will wrap a red-and-gold rakhi, a type of bracelet or amulet made out of thread, around her brother's wrist and say a prayer for his wellbeing as she makes a mark on his forehead with red powder.

Recommended Accommodations: Most celebrations take place in the home, so no specific accommodations are necessary.

Greeting: Happy Raksha Bandhan

Dates observed (lunisolar):

- August 11, 2022
- August 30, 2023
- August 19, 2024
- August 9, 2025
- August 28, 2026
- August 17, 2027

Ghost Festival/Zhongyuan Festival/Yulanpen Festival: Chinese cultural, Chinese Buddhist, Daoist

A day to please the deceased during the seventh month of the Chinese lunar calendar when the dead roam the earth.

General practices: Celebrants may make offerings to the dead, stage entertainment, and attend religious ceremonies.

Recommended Accommodations: Time off should be provided to pay respects to the dead and participate in the festivities.

Date observed (lunar):

- August 12, 2022
- August 30, 2023
- August 18, 2024
- September 6, 2025
- August 27, 2026
- August 16, 2027

Obon/Bon: Japanese culture, Japanese Buddhism

Honors the spirits of ancestors.

General practices: Celebrants visit and clean family graves, attend festivals, and participate in the traditional dance Bon Odori.

Recommended Accommodations: Time off should be provided to pay respects to the dead and participate in the festivities.

Date observed (lunisolar):

- Date varies by region
- August 15

Krishna Janmashtami: Hinduism

Janmashtami is an annual Hindu festival that celebrates the birth of Lord Krishna.

General practices: During this festival, Hindus are likely to forgo sleep in order to sing bhajans, traditional Hindu songs. Many Hindus also fast during the first day of the festival. Dances, songs, and plays depicting the life of Krishna are common.

Recommended Accommodations: Time off should be provided to spend time with family and prepare for the festivities.

Greeting: Happy Janmashtami

Dates observed (lunisolar):

- August 18, 2022
- September 6, 2023
- August 26, 2024
- August 16, 2025
- September 4, 2026
- August 25, 2027

Paryushana: Jainism

Paryushana is the most important Jain festival, involving meditation and introspection.

General practices: This festival consists of eight days of intensive fasting, repentance, and pujas. Often monks will be invited to give teachings from the Jain scriptures. Jains belonging to the Digambar Sect celebrate for ten days, and Jains belonging to the Svetambara sect celebrate for eight.

Recommended Accommodations: Time off should be provided to fast and attend religious gatherings.

Greeting: Happy Paryushana

Dates observed (lunisolar):

- August 23 - 31, 2022
- September 11 - 19, 2023
- August 30 - September 7, 2024
- August 19 - 25, 2025
- September 8 - 16, 2026
- August 28 - September 5, 2027

Mid-Autumn Festival/Moon Festival: Chinese cultural

Based on legends of the Chinese Moon goddess Chang'e, the Mid-Autumn festival enjoys similar popularity to the Chinese New Year in China.

General practices: Lanterns are carried to light the path to good fortune, moon cakes are eaten, and public festivities such as dragon dances and fireworks occur.

Recommended Accommodations: Time off should be provided for those preparing for and participating in the festivities.

Greeting:

- *Mandarin:* Zhōng qiū kuài lè;
- *Cantonese:* Zung cau zit faai lok

Dates observed (lunar):

- September 10, 2022
- September 29, 2023
- September 17, 2024
- October 6, 2025
- September 25, 2026
- September 15; 2027

Arba'een: Shia Islam

Arba'een is a night of remembrance and grieving for the murder of the Prophet Mohammad's grandson Hussein Ibn Ali.

General practices: Muslims will gather with their friends, family and community for special prayers at the Mosque.

Recommended Accommodations: Arba'een prayers usually take place in the evening or nighttime, so no accommodations are necessary.

Dates observed (lunar):

- September 16, 2022
- September 5, 2023
- August 25, 2024
- August 14, 2025
- August 4, 2026
- July 24, 2027

Rosh Hashanah: Judaism

Rosh Hashanah, the Jewish new year, marks the beginning of the High Holy Days and is a day of celebration.

General practices: Traditions include eating apples with honey and hearing the shofar, a ram's horn, blown in synagogue.

Recommended Accommodations: Time off should be provided for attending services and being with family.

Greeting: Shana Tovah or L'Shana Tovah ("Have a good year")

Dates observed (lunar):

- September 25 - September 27, 2022
- September 15 - September 17, 2023
- October 2 - October 4, 2024
- September 22 - September, 2025
- September 11 - September 13, 2026
- October 1 - October 3, 2027

Navaratri: Hinduism

The word Navaratri has been derived from Sanskrit and stands for 'nine nights'. During these nine nights and ten days, nine forms of Goddess Durga, who symbolizes purity, power, and divinity, are worshipped.

General practices: Customs and rituals vary by regions, but can include visits to temples, gathering with families, reciting or performing legends, feasts, and prayers. Navaratri includes or is known as Durga Puja. In Nepal and some parts of India, it is known as Dashain.

Recommended Accommodations: Time off should be provided to spend time with family and prepare for the festivities.

Greeting: Happy Navaratri

Dates observed (lunisolar):

- September 26 - October 5, 2022
- October 15 - 24, 2023
- October 3 - 12, 2024
- September 22 - October 2, 2025
- October 11 - 19, 2026
- September 30 - October 8, 2027

Yom Kippur: Judaism

Yom Kippur, the Day of Atonement, is known as the holiest day of the year. This is the day on which God seals the Book of Life and Death. Along with Rosh Hashanah, it is part of the High Holy Days.

General practices: Many will fast from all food and drink for its duration, attend services, avoid work, and offer apologies for wrongs done over the year.

Recommended Accommodations: Time off should be provided for attending services and experiencing the day's solemnity in peace.

Greeting: G'mar chatimah tova or G'mar tov ("A good final sealing"). You may also wish someone an easy fast. Refrain from wishing someone "Happy Yom Kippur," due to the somber nature of the holiday.

Dates observed (lunisolar):

- October 4 - October 5, 2022
- September 24 - September 25, 2023
- October 11 - October 12, 2024
- October 1 - October 2, 2025
- September 20 - September 21, 2026
- October 10 - October 11, 2027

Mawlid An-Nabi: Islam

Mawlid An-Nabi is the celebration of the Prophet Mohammad's birthday.

General practices: The celebration takes many shapes and forms across different Muslim communities across the globe. Some Muslims will sing songs and celebrate with joy, while others will read about the life of the Prophet Mohammad or attend lectures at the mosque.

Recommended Accommodations: This festival's rituals usually take place in the home and at services, so no workplace accommodations are necessary.

Dates observed (lunar):

- October 7, 2022
- September 26, 2023
- September 14, 2024
- September 4, 2025
- August 25, 2026
- August 14, 2027

Indigenous Peoples' Day: Native American cultures

Celebrates the histories and cultures of Native American peoples.

General practices: While there are no standard traditions for this day, some celebrations include gathering with families and communities, participating in pow wows and cultural fairs, and attending or hosting educational events.

Recommended Accommodations: Time off should be allowed for those celebrating. It is preferable to refrain from wishing employees a happy Columbus Day, as this can be disrespectful to indigenous community members.

Greeting: Happy Indigenous Peoples' Day

Dates observed (lunisolar):

- United States: October 11
- Canada: June 21

Sensitivity: Many Native Americans consider Columbus Day and Thanksgiving to be problematic and choose not to celebrate because these holidays celebrate critical individuals and events in the destruction and oppression of indigenous peoples in the Americas.

Sukkot: Judaism

Sukkot, the festival of booths, is traditionally a harvest festival.

General practices: Many will build huts in their yards in which to take meals and attend services.

Recommended Accommodations: This festival's rituals usually take place in the home and at services, so no accommodations are necessary.

Greeting: Chag Sameach ("Happy holiday")

Dates observed (lunar):

- October 9 - October 16, 2022
- September 29 - October 6, 2023
- October 16 - October 23, 2024
- October 6 - October 13, 2025
- September 25 - October 2, 2026
- October 15 - October 22, 2027

Shemini Atzeret/Simchat Torah: Judaism

A holiday marking the end and beginning of the annual cycle of Torah readings in synagogues.

General practices: Primarily observed by attending services to hear Torah readings.

Recommended Accommodations: This festival's rituals usually take place at services, so no accommodations are necessary.

Greeting: Chag Sameach ("Happy holiday")

Dates observed (lunar):

- October 16 - October 18, 2022
- October 6 - October 8, 2023
- October 23 - October 25, 2024
- October 13 - October 15, 2025
- October 2 - October 4, 2026
- October 22 - October 24, 2027

Diwali: Hindusim, Buddhism, Sikhism, Jainism

The religious celebration, which is also referred to as the Festival of Lights, is a 5-day auspicious occasion that celebrates the triumph of light over darkness, good over evil, and hope over despair.

General practices: Celebrants light lamps (diyas), perform pujas, visit neighbors, relatives, and friends, and share platters of sweets and other foods. Firecrackers or fireworks are also used in larger celebrations.

Recommended Accommodations: Avoid scheduling important deadlines, events, and activities on this date. Time off should be provided to enjoy the festivities and spend time with family.

Greeting: Happy Diwali

Dates observed (lunisolar):

- October 24, 2022
- November 12, 2023
- November 1, 2024
- October 20, 2025
- November 8, 2026
- October 29, 2027

Bandi Chor Divas: Sikhism

Bandi Chhor Divas, also known as "The Celebration of Freedom," celebrates the day Guru Hargobind released 52 imprisoned kings.

General practices: Celebrations include the lighting of homes and Gurdwaras, feasts, gift-giving, and family time. Sikhs consider this occasion as an important time to visit Gurdwaras.

Recommended Accommodations: Time off should be provided to enjoy the festivities and visit Gurdwaras.

Greeting: Happy Bandi Chor Divas

Dates observed (lunisolar):

- October 24, 2022
- November 11, 2023
- October 31, 2024
- October 20, 2025
- November 8, 2026
- October 29, 2027

Birth of the Báb: Bahá'í Faith

Birthday of the Báb, who paved the way for the incarnation of Bahá'u'lláh.

General practices: Bahá'ís come together on this day to celebrate and pray.

Recommended Accommodations: Time off should be provided as Bahá'ís suspend work and school on this day.

Greeting: Happy Birth of the Báb or Happy Twin Birthdays

Date observed (lunar):

- October 26, 2022
- October 16, 2023
- November 2, 2024
- October 22, 2025
- November 10, 2026
- October 30, 2027

Birth of Bahá'u'lláh: Bahá'í Faith

Birthday of Bahá'u'lláh, who established the Bahá'í Faith.

General practices: Bahá'ís come together on this day to celebrate and pray.

Recommended Accommodations: Time off should be provided as Bahá'ís suspend work and school on this day.

Greeting: Happy Birth of Bahá'u'lláh or Happy Twin Birthdays

Date observed (lunar):

- October 27, 2022
- October 17, 2023
- November 3, 2024
- October 23, 2025
- November 11, 2026
- October 31, 2027

Día de los Muertos (Day of the Dead): Mexican Catholicism

A multi-day holiday celebrating and commemorating the dead.

General practices: Celebrants may visit cemeteries to clean and decorate graves. Private altars called ofrendas are often built in the home in memory of families' departed loved ones. Many spend time gathering and feasting with family.

Recommended Accommodations: Time off should be provided for celebrating the dead and spending time with loved ones.

Dates observed (lunisolar):

- November 1-2

Kartik Purnima: Jainism, Hinduism, Sikhism

A five-day celebration of light that follows Diwali and is associated with a variety of meanings and sacred stories.

General practices: Celebrants may attend festivities at temples. During this time some Jains undertake pilgrimages to sacred sites. Kartik Purnima festivities last for five days.

Recommended Accommodations: Time off should be provided for those who wish to participate in festivities.

Greeting: Happy Kartak Purnima

Dates observed (lunisolar):

- November 8, 2022
- November 27, 2023
- November 15, 2024
- November 5, 2025
- November 24, 2026
- November 13, 2027

Day of the Covenant: Bahá'í Faith

Commemorates Bahá'u'lláh's appointment of His son 'Abdu'l-Bahá as successor to His leadership.

General practices: Bahá'ís gather for prayer and community celebration.

Recommended Accommodations: None necessary as Bahá'ís do not suspend work on this day.

Date observed (lunisolar):

- November 26, 2022
- November 26, 2023
- November 25, 2024
- November 25, 2025
- November 26, 2026
- November 26, 2027

Ascension of 'Abdu'l-Bahá: Bahá'í Faith

This day marks the passing of 'Abdu'l-Bahá.

General practices: Prayers are made in the early hours of the morning.

Recommended Accommodations: Bahá'ís do not suspend work on this day, but be mindful that employees may have slept less due to early morning prayer.

Date observed (lunisolar):

- November 28, 2022
- November 28, 2023
- November 27, 2024
- November 27, 2025
- November 28, 2026
- November 28, 2027

Nativity Fast: Eastern Christianity

The Nativity Fast is a period of reflection in preparation for Christmas.

General practices: While fasting is no longer common, some Eastern churches do still observe it.

Recommended Accommodations: If any employees are fasting, include vegan options at work events centering around food.

Dates observed (lunisolar):

- November 28 - January 6

Bodhi Day/Rohatsu/Laba: Mahayana Buddhism

Commemorates the day Gautama Buddha experienced enlightenment.

General practices: Celebrants meditate, chant, and study the Dharma. Some Zen Buddhists may choose to stay awake through the night before Bodhi Day in meditation.

Recommended Accommodations: Time off should be provided for those who wish to spend time in meditation or who have meditated through the night.

Date observed (lunisolar):

- December 8

Chanukah/Hanukkah: Judaism

A family celebration that commemorates the ancient Maccabean revolt and rededication of the Temple during the Seleucid period.

General practices: Candles are lit, gifts are given, and fried foods are eaten over eight nights and days.

Recommended Accommodations: Though perhaps the most widely known Jewish holiday in the US, Hanukkah is a minor holiday in Judaism. Time off is usually not requested and any celebrations usually occur in the evenings. However, the option may be left open to those organizing family festivities.

Greeting: Happy Hanukkah

Dates observed (lunar):

- December 18 - December 26, 2022
- December 7 - December 15, 2023
- December 25, 2024 - January 2, 2025
- December 14 - December 22, 2025
- December 4 - December 12, 2026
- December 24, 2027 - January 1, 2028

Christmas: Catholic & Protestant Christianity

Celebration of the birth of Jesus.

General practices: Many attend services, exchange gifts, and eat festive meals with loved ones.

Recommended Accommodations: Many businesses and governmental services already shut down for Christmas. For those that do not, time off should be provided to celebrating employees both the day of and the day before (Christmas Eve).

Greeting: Merry Christmas

Date observed (lunisolar):

- December 25

Kwanzaa: African-American

Kwanzaa is a seven day celebration of African-American culture and heritage.

General practices: Kwanzaa does not retain the popularity it enjoyed in the late 20th century, but it is still celebrated. Observances include lighting the kinara, artistic performances, reflections on African history, and feasting with loved ones.

Recommended Accommodations: Many businesses are already slow or flexible during these dates due to their position on the calendar. This flexibility should extend to celebrants who wish to take any or all of the days of Kwanzaa off.

Greeting: Joyous Kwanzaa

Date observed (lunisolar):

- December 26 - January 1