



Ramadan in the Community and in the Workplace

The Islamic calendar is lunar, so Ramadan starts about 10-11 days earlier each solar (Gregorian) year. A listing of Muslim holidays and observances can be found at isbatlanta.org/learn/calendar

Appropriate Greetings or Check-in

Occasion	Greetings or checking in
Ramadan days 1 -30	Ramadan Mubarak! Blessed Ramadan! How is your fast going?
Eid (festival of breaking the fast)	Happy Eid! Eid Mubarak! Hope you have/had a great holiday!

*Based on the lunar calendar and dates may change due to the cycle of the moon. Often times the exact date/day is known only a day before.

About Ramadan

- Ramadan follows a lunar calendar and every year it is 11 days earlier than the year before.
- Muslims fast from dawn to sunset – no water or food.
- Ramadan is followed by a major holiday for Muslims – Eid-ul-fitr or Festival of Breaking the Fast.

Day in the life of a fasting Muslim:

(Exact times may vary slightly)

4:30 am	Eats an early breakfast with family
5:30 am	Prays the morning prayer
7:00 am – 4:30 pm	Work Day
12 noon – 2 pm	Window to offer noon prayer
8:00 pm	Sunset – break the fast with family and friends and offer Sunset prayer
9:30 pm	Night prayer and special Ramadan prayers that can last over an hour. Attend prayers with family at a mosque that can last into the early morning hours.

Reasonable Accommodations During Ramadan

Allow for flexibility: Let flex workers choose their own schedules and grant permission to work through lunch or other breaks.

Accommodate requests to perform noon or mid-day prayer in private areas.

A fasting Muslim's energy level may be low in the first few days of fasting and towards the end of the day; grant PTO if requested.

Avoid scheduling lunch meetings when someone is fasting. It's not considerate.

Consider Ramadan and Eid when scheduling meetings and conferences

Information

For more information or to schedule a cultural training session on Ramadan, please contact the Islamic Speakers Bureau of Atlanta at: info@isbatlanta.org or director@isbatlanta.org

Visit our website at: isbatlanta.org



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