



# 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](http://isbatlanta.org/learn/calendar)

## Appropriate Greetings or Check-in

| Occasion                               | Greetings or checking in   |
|--|--|
| Ramadan days 1 -30                     | Ramadan Mubarak!<br>Blessed Ramadan!<br>How is your fast going?  |
| Eid<br>(festival of breaking the fast) | Happy Eid!<br>Eid Mubarak!<br>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](mailto:info@isbatlanta.org) or [director@isbatlanta.org](mailto:director@isbatlanta.org)

Visit our website at: [isbatlanta.org](http://isbatlanta.org)



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