

Support Colleagues and Employees During **Ramadan**

April 13 marks the first day of Ramadan, a holy month when Muslims fast from food, water, smoking and intimacy from dawn until dusk. Muslims use this time for deep spiritual reflection and prayer, while working to develop good habits and quit bad ones. Ramadan is also a month when community comes together, and Muslims enjoy the presence of their friends, family, and neighbors. As you can imagine, abstaining from food and water while simultaneously working a normal workday can bring about some challenges for Muslims who observe fasting.

Here are some ways you can support your Muslim colleagues and employees:

1. Understand fasting Muslims may not have their usual energy, so please lead with empathy
2. Offer adjustments to the working day such as, ending a workday early in lieu of a lunch break
3. Be considerate of sunset time when Muslims break their fast
4. Don't apologize for eating or drinking in front of fasting Muslims
5. Avoid staff social activities or working lunches during the month of Ramadan
6. If you notice a colleague not fasting, do not publicly ask why
7. Avoid asking negative questions or making comments such as, "Why would you do that?" or "That doesn't sound healthy" or "I'm sure you lose a lot of weight"
8. Ask individual Muslim colleagues how you can support them