



UNIVERSITY OF  
**TORONTO**

# **EID-UL-FITR IN THE WORKPLACE**

Inclusive Employer Guide

**EQUITY · DIVERSITY · INCLUSION**

# WHAT IS EID-UL-FITR?

Eid-ul-Fitr, or the ‘festival of breaking the fast’, is a religious holiday that marks the end of the Muslim holy month of Ramadan. The holiday is celebrated during the first three days of Shawwal, the 10th month of the lunar Islamic calendar. On this day, more than 1.6 billion Muslims from around the world take part in Eid prayers, give to charity, attend social gatherings and exchange gifts.

In 2024, Eid-ul-Fitr is predicted to begin on April 9 and end on April 12, however the exact date varies depending on when the new moon is sighted in different parts of the world.

## HOW IS EID-UL-FITR OBSERVED?

Eid officially begins at sunset on the night of the first sighting of the crescent moon. Many Muslims commemorate this night by cooking meals, decorating their homes, and preparing for Eid celebrations.

On the morning of Eid, Muslims gather in mosques to offer Eid prayer. This prayer is an opportunity for Muslims to offer gratitude and reflect on the lessons of the holy month of Ramadan.

There is often a sermon that highlights Islamic tenets of peace, mercy, and forgiveness. Charity, or “**zakat**” is a key aspect of Ramadan and one of the five pillars of Islam. Muslims are encouraged to donate to charities and those who are less fortunate as a sign of gratitude.

After Eid prayer, Muslims traditionally embrace one another and wish each other “**Eid Mubarak**” or “Happy Eid.”

Following Eid prayers, families will visit relatives, neighbours, and friends or hold large communal celebrations at home. Many families host Eid dinners where they prepare traditional meals, eat sweet pastries, and exchange gifts and money.

# HOW CAN WE CREATE AN INCLUSIVE ENVIRONMENT?

**1 Get educated.** Ensure staff who supervise or work alongside Muslim colleagues are aware of Ramadan and Eid-ul-Fitr and how they can be supportive.

**2 Intentional planning and accommodations.** Update your scheduling tools to reflect religious observance dates and to support the planning activities. Avoid booking meetings and scheduling events on Eid-ul-Fitr if possible.

The University of Toronto recognizes its obligation to prevent discriminatory impacts on members of its community that arise from the failure to accommodate based on religion or creed. It is the responsibility of both the Manager and the individual seeking accommodation to work cooperatively and respectfully to explore and implement appropriate accommodation options. Accommodate requests for time off for religious observances. If shift work is the norm, staff may want to switch shifts to observe Eid-ul-Fitr. Look for solutions that suit all parties.

**3 Be thoughtful.** You can wish your Muslim colleagues a “Happy Eid” or “Eid Mubarak” (EED moo-BAH-ruck) as way to celebrate the day with them.

**4 Don't make assumptions.** For personal reasons, not all Muslim colleagues may take time off for Eid, but they may still observe in various ways.