



UNIVERSITY OF
TORONTO

PASSOVER IN THE WORKPLACE

Inclusive Employer Guide

EQUITY · DIVERSITY · INCLUSION

WHAT IS PASSOVER?

Passover, or Pesach (**PEH-sach**) in Hebrew, is a major Jewish holiday and one of the most widely celebrated. Passover takes place in early spring during the Hebrew calendar month of Nissan. In 2024, Passover will begin on the evening of Monday, April 22 and end on the evening of Tuesday, April 30.

WHAT DOES PASSOVER COMMEMORATE?

As prescribed in the Torah, also known as the Hebrew Bible, Passover commemorates the biblical story of the Exodus, in which God freed the Israelites from slavery in Egypt. The book of Exodus, the second book in what is collectively known as “the Five Books of Moses” in the Torah, describes Moses going to Pharaoh and asking that he let the Jews go free from Egypt. Each time Pharaoh refuses, God sends a plague down on Egypt. The tenth and final plague is the killing of the first born by the so-called Angel of Death. In order to protect their first-born children, the Israelites marked their doors with lamb’s blood so the Angel of Death would pass over them, hence the festival name of Passover. The Israelites were ultimately freed from slavery, but in their haste to leave Egypt were not able to let their bread rise and it remained unleavened. Any type of leavened bread or bread product, known as chametz, is therefore prohibited during Passover, and unleavened bread or matzoh traditionally takes its place.

HOW IS PASSOVER OBSERVED?

Prior to the start of the holiday, many observant Jews will engage in an elaborate cleaning ritual to rid their homes of chametz. For some, this includes purchasing special kosher for Passover foods that contain no leaven products and switching over to dishware, pots, pans and utensils that have not come into contact with any leaven. The holiday is observed for eight days (seven in Israel), and incorporates themes of springtime, redemption, family, remembrance of Jewish history, social justice and freedom — including recognizing those who are still being oppressed today. These aspects are discussed and symbolically represented, during the Passover seder, a celebration with family and friends. Passover seders blend religious rituals, food, song and storytelling using a “haggadah”, a book that recounts the Exodus from Egypt. Family and friends

participate by reading and explaining the symbolism of the foods on the table. Traditionally, the first two and last two days of the holiday are considered 'full holidays' and many in the Jewish faith will refrain from work on some or all of those days. But even during the intermediate days of the festival (known as "hol ha-moed"), some may also limit the work they are engaged in.

HOW CAN WE CREATE AN INCLUSIVE ENVIRONMENT?

1 **Get educated.** Ensure staff who supervise Jewish colleagues are aware of Passover 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.

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 Passover. Look for solutions that suit all parties.

3 **Be thoughtful.** If meetings or events are held during Passover, consult with Jewish colleagues on the food and beverages served, as they might have varying dietary restrictions.

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