

Ramadan Begins – A Reminder for Accommodations

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An employer's legal obligation to reasonably accommodate religious practices is not limited to a single religion or a particular time of year. But, with Ramadan having begun, and running for approximately one month, this is a good time for employers to remember their legal obligations to reasonably accommodate religious practices.

Obligations will vary for employers, based on the type business, undue hardships, and employee needs and requests, but there are several options for accommodating Muslim employees celebrating Ramadan. These include allowing more flexible work schedules to permit employees to break the daily fast at home with family, giving additional time to pray more frequently during the day, and providing a place for prayer.

Employers should also take this time to review religious accommodation policies and remind employees about non-discrimination and anti-retaliation laws and policies.