Cultural Awareness Guide Religious and Spiritual Accommodations

2022-2024

# Background

OHSU has a goal to be a great organization, diverse in people and ideas. Embracing diversity, equity and inclusion gives us the power to be better at what we do, and allows us to demonstrate integrity, compassion and leadership.

An important component of OHSU’s journey toward that goal is to increase cultural awareness and understanding across OHSU, as well as providing an inclusive, respectful and accessible environment for people from all walks of life, lived experiences, cultural backgrounds, faith, religious affiliation, philosophical beliefs or non-beliefs.

# Cultural Awareness Guide

This Cultural Awareness Guide has been created to enhance awareness pertaining to faith-based practices and events. The guide also serves as an educational resource for the myriad of religions and beliefs. While we make every effort to include all major religious holidays, we realize we may have missed one that is important to you.

This guide offers crucial information about dates and practices that will be helpful to those planning activities, events, meetings, and co-curricular events that impact OHSU students, employees, and patients. At the end of this guide, you’ll find instructions to add these celebrations, events and practices to your Outlook calendar.

# OHSU Religious Policy and Accommodations

As an institution, OHSU does not sponsor, endorse or suppress religion or favor or disfavor any particular religion. The University recognizes the commitment of members of the OHSU community to pursue a spiritual or religious practice or non-beliefs and actively supports the right to do so in a climate of inclusion and respect.

## OHSU Policy No. 03-05-037

Religious Exercise and Religious Expression in the workplace and educational environment

OHSU does not discriminate on the basis of religion, require religious participation or non- participation as a condition of employment or study, or permit religious harassment. OHSU administration, faculty, staff, volunteers and students must treat everyone with the same respect and consideration, regardless of their religious beliefs or non-beliefs. Additionally, OHSU does not restrict or control the free exercise of beliefs, thought or ideas.

The responsible office for religious accommodation requests is the Affirmative Action and Equal Opportunity (AAEO) department. The requestor must complete the [Religious Reasonable](https://www.ohsu.edu/affirmative-action-and-equal-opportunity/accommodation) [Accommodations Form](http://www.ohsu.edu/xd/about/services/affirmative-action-and-equal-opportunity/forms-and-brochures/upload/Religious-Reasonable-Accommodation-Request-Form.pdf) and send it directly to AAEO. Questions about reasonable accommodations for religious days may be emailed to the AAEO at [aaeo@ohsu.edu](mailto:aaeo@ohsu.edu) or for more information by phone: **503-494-5148**.

OHSU is an equal opportunity, affirmative action institution and as such, OHSU policy provides protections for all individuals without regard to religion and other legally protected categories. Harassment on the basis of religion is prohibited at OHSU. See OHSU Policy No. 03-05-032.

# Spiritual Services at OHSU

OHSU chaplains are available to help patients and OHSU community members to cope with difficult transitions, fears, death and grieving, and other sources of stress. They can also assist patient in locating clergy of their faith. If a patient would like a visit from a chaplain, you can contact Spiritual Services team at 503-418-5398.

# Meditation Spaces at OHSU

Spaces are available for prayer, meditation, and quiet reflection for patients, employees and students. Space is open to all and no reservation or appointment is required.

* Meditation Room at Collaborative Life Sciences Building, 4th floor, inside the Learning Resource Center
* Meditation Room at Doernbecher Children’s Hospital 10th floor, Room 10301
* Interfaith Sanctuary OHSU Hospital, 9th floor, Room 9C05

# Other resources

[Inclusive Language Guide](https://www.ohsu.edu/sites/default/files/2021-03/OHSU%20Inclusive%20Language%20Guide_031521.pdf)

[Beliefnet.com](http://www.beliefnet.com/)

[Patheos.com](http://www.patheos.com/)

# About this guide

This guide has been created by the Center for Diversity and Inclusion, with review from Affirmative Action Equal Opportunity, Human Resources, Patient Relations and The Diversity Advisory Council. If you have any recommendations for improving the guide, please email your recommendations to the Center for Diversity and Inclusion at [cdi@ohsu.edu.](mailto:cdi@ohsu.edu)

# Events throughout the year

**Advent Begins** (Christian)

* Dec. 3, 2023
* Dec. 1, 2024

Advent is a season of the liturgical year observed in most Christian denominations as a time of expectant waiting and preparation for both the celebration of the Nativity of Christ at Christmas and the return of Christ at the Second Coming.

General Practices: Advent practices include keeping an Advent calendar, lighting an Advent wreath, praying an Advent daily devotional, erecting a Christmas tree or a Chrismon tree, as well as other ways of preparing for Christmas.

**All Saints’ Day** (Christian, Eastern Orthodox, and Lutheran)

* Nov. 1, 2023
* Nov. 1, 2024

All Saints’ Day is also known as All Hallows’ Day, the Feast of All Saints, the Feast of All Hallows, the Solemnity of All Saints, and the Hallowmas. This is a Christian solemnity celebrated in honor of all the saints of the church, whether they are known or unknown.

General Practices: On this day, people celebrate the saints by lighting candles and going to church. In some places, people bring flowers to cemeteries and clean the graves of their loved ones for All Saints’ Day.

**Asalha Puja – Dharma Day** (Buddhism)

* Jul 3, 2023
* Jul 21, 2024

This holiday commemorates the Buddha’s first teaching. After the Buddha attained enlightenment and was ready to give his first teaching, he sought out five ascetics with whom he had previously practiced. The teaching he gave at Sarnath’s Deer Park covered the four noble truths and the eightfold path—the heart of the dharma.

General Practices: people recommit to their faith, make offerings at the temple, and listen to the recitation of the monks. There are candlelit processions and circumambulation of temples and pagoda

**Ascension of the Bahau'llah** (Baha’i)

* May 28-29, 2023
* May 28-29, 2024

Bahá’u’lláh was the prophet and founder of the Bahá Faith, a universal religion emphasizing humanity’s spiritual unity. On this day in 1892, the prophet passed away, leaving behind all of his writings and teachings, which Baha’ís commemorate and reflect on.

General Practices: celebrate the Ascension of Bahá’u’lláh is by praying and reflection

**Ash Wednesday** (Christian / Roman Catholic and Protestant)

* Feb. 22, 2023
* Feb. 14, 2024

This is the first day of Lent, the period of forty days before Easter in which many Christians sacrifice ordinary pleasures to reflect on Christ’s sacrifice.

General Practices: On this day, there are special church services, and the faithful wear a cross of ashes marked on foreheads. Most Christians abstain from meat on this day.

Recommended Accommodations: Provide food accommodation as requested—prohibitions include animal products.

**Ashura/10th of Muharram** (Islamic)

* July 27, 2023
* July 16, 2024

Referred to as the Day of Ashurah "the Tenth", the day on which Husayn ibn Ali was martyred in the Battle of Karbala. Shia Muslims spend the day in mourning, while Sunni Muslims fast on this day, commemorating the rescue of the Israelites by Musa (Moses) from Pharaoh.

*General Practices*: Among Shia Muslims, Ashura is observed through large demonstrations of high-scale mourning as it marks the death of Husayn ibn Ali. a grandson of Muhammad. Among Sunni Muslims, Ashura is observed through celebratory fasting as it marks the day of salvation for Moses and the Israelites, who successfully escaped from Biblical Egypt.

Recommended Accommodations: Avoid scheduling important academic deadlines, events, and activities on the day. If planning an evening event, provide food accommodations if requested (Islamic dietary restrictions apply).

**Beltane** (Pagan, Wiccan, Druid)

* May 1, 2023
* May 1, 2024

The fire festival that celebrates the coming of summer and the fertility of the coming year. One of the eight major annual sabbats or festivals.

General Practices: Jumping the balefire, dancing the MayPole.

**Birth of Bahá'u'lláh** (Baha’i) \*Holiday with significant work restriction

* Oct. 16-17, 2023
* Nov. 2-3, 2024

This holiday celebrates the birthday of Bahá'u'lláh, one of the Baha’I faith’s most important figures. For Bahá'ís, the Birth of Bahá'u'lláh is a Holy Day celebrating the rebirth of the world through the love of God, just as Christmas is for Christians.

Recommended Accommodations: Avoid scheduling important academic deadlines, events, or activities on this date. (Baha’i employees will likely request to have this day off.)

**Birthday of Guru Angad Dev** (Sikhism)

* April 18, 2023
* April 18, 2024

This holiday celebrates Guru Angad, who was the second of the ten Sikh gurus of Sikhism. The standardizer of the Punjabi script, in which many parts of the Adi Granth, the sacred book of the Sikhs, are written.

General Practices: Prayers and offerings are given, which is followed by a celebration for the birth of Guru Angad Dev.

Recommended Accommodations: Avoid scheduling important academic deadlines, events, or activities on this date.

**Birth of the Guru Granth Sahib** (Sikhism)

* Oct. 20,, 2023
* Oct. 20, 2024

The Guru Granth Sahib is the authoritative sacred text for Sikhs which consist of poems, hymns, and other writings from scholars. It is also considered as the living Guru.

General Practices: Recite hymns and prayers, along with presenting offerings to show remembrance and respect.

Recommended Accommodations: Avoid scheduling important academic deadlines, events, or activities on this date.

**Bodhi Day** (Bhuddism) \*Holiday with significant work restriction

* Dec. 8, 2023
* Dec. 8, 2024

This holiday is observed to mark the moment that took place 2,500 years ago when Siddhartha Gautama achieved enlightenment and became the Buddha or ‘awakened one’.

Recommended Accommodations: Avoid scheduling important academic deadlines, events, or activities on this date. (Bhuddist employees will likely request to have this day off.)

**Christmas** (Christian / Roman Catholic and Protestant) \*Holiday with significant work restriction

* Dec. 25, 2023
* Dec. 25, 2024

Christmas is an annual celebration commemorating the birth of Jesus of Nazareth, the Messiah whose message and self-sacrifice began the Christian religion.

General Practices: Many celebrate this holiday by giving gifts, attending church services, and gathering with family.

Date details: Begins at sundown on Dec. 24 annually and continues with all day celebration on Dec. 25.

Recommended Accommodations: This is a national holiday in the United States, so special accommodations are likely not required.

**Christmas** (Eastern Orthodox Christian) \*Holiday with significant work restriction

* Jan. 7, 2022
* Jan. 7, 2023
* Jan. 7, 2024

Christmas is an annual celebration commemorating the birth of Jesus of Nazareth, the Messiah whose message and self-sacrifice began the Christian religion.

General Practices: Many celebrate this holiday by attending church services, holding celebratory meals, and visiting family.

Date details: Eastern Orthodox Christmas is determined by the Julian calendar which regulates ceremonial cycle of the Eastern Orthodox Christian churches.

Recommended Accommodations: Because this holiday typically falls during winter break, academic accommodations may not be required. However, many Eastern Orthodox employees will probably request this day off.

**Declaration of the Bab in Shiraz Shavuot** (Bahá’í) \*Holiday with significant work restriction

* May 22-23, 2022
* May 22-23, 2023
* May 22-23, 2024

Devotees of the Bahá’í Faith commemorate the story of the Promised One and the event in 1844 when the Báb announced himself as the Messenger of God.

General Practices: The day of the observance is a holiday with work and school suspended on this one out of the nine holy days in the Bahá’í Faith

**Día de los Muertos** (Mexico)

* Nov. 1-2, 2022
* Nov. 1-2, 2023
* Nov. 1-2, 2024

The Day of the Dead is a Mexican holiday that is celebrated throughout Latin America, in particular the Central and South regions, and by people of Mexican heritage elsewhere.

General Practices: prayer and remembrance of passed friends and family, creation of altars, traditional dishes.

Recommended Accommodations: Hispanic/Latino/Latinx employees may request time off.

**Diwali** (Hindu, Buddhist, Sikh, Jain) *\*Holiday with significant work restriction*

* Oct. 24, 2022
* Nov. 12, 2023
* Nov. 1, 2024

Diwali—the Hindu “festival of lights”—is an extremely popular holiday for multiple religions throughout Southern Asia. Diwali extends over five days, and celebrates the victory of good over evil. The Times of India described Diwali as “a reaffirmation of hope, a renewed commitment to friendship and goodwill, and a religiously sanctioned celebration of the simple.” Fireworks, oil lamps, and sweets are common, making this a favorite holiday for children. The lamps are lit to help the goddess Lakshmi find her way into people’s homes.

*General Practices*: Lighting oil lamps and candles, setting off fireworks, and prayer.

*Recommended Accommodations*: Avoid scheduling important academic deadlines, events, and activities on this date. Hindu employees will likely request a vacation day on this date.

**Easter** (Christian / Roman Catholic and Protestant) \*Holiday with significant work restriction

* April 17, 2022
* April 9, 2023
* March 31, 2024

Annual commemoration of the resurrection of Jesus Christ

General Practices: Celebratory meals, family gatherings, distribution of colored eggs, baskets and chocolate bunnies. It is a celebration of renewal.

Date details: Easter Sunday is determined by the Gregorian calendar (Gregorian calendar regulates ceremonial cycle of the Roman Catholic and Protestant churches).

**Eid al-Adha** (Islamic) \*Holiday with significant work restriction

* July 9-10, 2022
* June 28-29, 2023
* June 16-17, 2024

Eid al-Adha is a major festival that celebrates the willingness to make sacrifices in the name of one’s faith. According to legend, the prophet Ibrahim was ordered to sacrifice his son in Allah’s name. When Ibrahim was prepared to kill his son, Allah stepped in and gave him a sheep to sacrifice instead. This holiday celebrates Ibrahim’s total faith in Allah, and Muslims view this holiday as an important annual reminder.

General Practices: Prayers, gift giving, prayers, and sometimes slaughtering of lambs, with a portion of the meat gifted to the poor.

Date details: Begins at sundown on first day.

Recommended Accommodations: Avoid scheduling important academic deadlines, events, and activities on the first day. If planning an evening event, provide food accommodations if requested (Islamic dietary restrictions apply).

**Eid al-Fitr** (Islamic) *\*Holiday with significant work restriction*

* May 2-3, 2022
* April 21-22, 2023
* April 9-10, 2024

Eid al-Fitr means "break the fast", and is the last day of Ramadan, marking the end of a month of fasting.

*General Practices*: Muslims often pray, exchange gifts, give money to children, feast, and celebrate with friends and family.

*Date Details*: Dates are determined by the lunar calendar. Eid al Fitr is a three-day celebration and begins at sundown on the first day.

*Recommended Accommodations*: Avoid scheduling important academic deadlines, events, or activities on this date. Employees will likely ask to take a vacation day on this day, and that request should be granted if at all possible. If planning an evening event, provide food accommodations if requested (Islamic dietary restrictions apply).

**Epiphany / Twelfth Night / Three Kings Day** (Christian / Roman Catholic and Protestant)

* Jan. 6, 2022
* Jan. 6, 2023
* Jan. 6, 2024

This date is also known as Befana Day; commemorates the revelation of God through Jesus Christ and marks the time the three wise men arrived in Bethlehem and presented gifts to the baby Jesus.

General Practices: Prayer, festive meals, offerings, gifts

**First Day of Ridvan—Festival of Ridvan** (Baháʼí) \*Holiday with significant work restriction

* April 20, 2022
* April 20, 2023
* April 20, 2024

"Ridván" means paradise, and is named for the Garden of Ridván outside Baghdad, where Baháʼu'lláh stayed for twelve days after the Ottoman Empire exiled him from the city and before commencing his journey to Constantinople. It is the holiest Baháʼí festival, and is also referred to as the "Most Great Festival" and the "King of Festivals".

General Practices: First Day of Ridván is also one of the Bahá'í Holy Days, work and school is prohibited; prayer, celebration

**Gantan-sai** (Shinto) \*Holiday with significant work restriction

* Jan. 1, 2022
* Jan. 1, 2023
* Jan. 1, 2024

Gantan-sai is the annual New Year festival of the Shinto religion.

General Practices: Practitioners pray for inner renewal, prosperity, and health, as well as visiting shrines and visiting friends and family.

Recommended Accommodations: Avoid scheduling important academic deadlines, events and activities on this date (work holiday)

**Good Friday** (Christian / Roman Catholic and Protestant)

* April 15, 2022
* April 7, 2023
* March 29, 2024

Friday before Easter, commemorates the crucifixion of Jesus Christ; among some sects of Christianity and in many countries marks a day of fasting.

General Practices: Prayer, fasting, and noon or afternoon services in some Christian denominations.

Date details: Always falls on the Friday before Easter Sunday.

Recommended Accommodations: Provide food accommodation as requested—meat (fish is not considered meat) is prohibited during meals for some.

**Guru Gobind Singh Birthday** (Sikhism)

* Jan. 9th, 2022
* Jan. 5th, 2023
* Jan. 17th, 2024

\*Date may vary\*

Guru Gobind Singh, born Gobind Das or Gobind Rai was the tenth Sikh Guru, a spiritual master, warrior, poet and philosopher. The day is to commemorate and honor Guru Gobined Singh.

*General Practices: Prayers for prosperity are offered.*

Recommended Accommodations: Avoid scheduling important academic deadlines, events and activities on this date.

**Guru Har Rai Birthday** (Sikhism)

* Jan. 31st, 2022
* Feb. 3rd, 2023
* Feb. 6th, 2024

\*Date may vary\*

Guru Har Rai, revered as the seventh Nanak, was the seventh of ten Gurus of the Sikh religion.

*General Practices:* Prayers and offerings are offered to show respect and remembrance.

*Recommended Accommodations:* Avoid scheduling important academic deadlines, events and activities on this date.

**Guru Nanak Birthday** (Sikhism)

* Nov. 30th, 2022
* Nov. 27th, 2023
* Nov. 15th, 2024

Gurū Nānak, also referred to as Bābā Nānak, was the founder of Sikhism and is the first of the ten Sikh Gurus. His birth is celebrated worldwide as Guru Nanak Gurpurab on Katak Pooranmashi.

General Practices: Prayers processions, hymns, free sweets, offerings are given, as well as services to the community. A performance of Gatka, martial arts, may also be seen.

Recommended Accommodations: Avoid scheduling important academic deadlines, events, or activities on this date.

**Hajj** (Islamic)

* July 7-12, 2022
* June 26-July 1, 2023
* June 14-19, 2024

Hajj is an annual Islamic pilgrimage to Mecca, Saudi Arabia, the holiest city for Muslims. Hajj is a mandatory religious duty for Muslims that must be carried out at least once in their lifetime by all adult Muslims who are physically and financially capable of undertaking the journey, and of supporting their family during their absence from home.

*General Practices:* The rites of Hajj are physically demanding, involving travelling in heat and among large crowds, in addition to engaging in demanding and draining physical rituals, which are lengthened by the masses of pilgrims, and occur in confined spaces.

*Recommended Accommodations:* Islamic employees may be requesting time off for the pilgrimage.

**Hanukkah / Chanukah** (Jewish)

* Dec. 18-26, 2022
* Dec. 7-15, 2023
* Dec. 25-Jan. 2, 2024

Hanukkah is the Jewish festival of lights, and lasts for eight days. Hanukkah commemorates the Jewish struggle for religious freedom. The history of the holiday involves a historic military victory in which a Jewish sect called the Maccabees defeated the Syrian Greeks. The celebration commemorates a miracle in which a sacred temple flame burned for eight days on only one day’s worth of oil.

General Practices: On each of the eight nights of Hanukkah, Jewish families light an additional candle of the menorah candelabrum until all eight candles are lit. Jews celebrate with food and song, as well as exchanging gifts for eight days.

Date details: Hanukkah begins at sundown on the first day.

Recommended Accommodations: Academics and work permitted, not a work holiday. Provide food accommodation as requested (kosher restrictions apply—potato pancakes, doughnuts or other fried food is customary).

**Hola Mohalla** (Sikhism)

* March 18-March 20, 2022
* March 8-March10, 2023
* March 25-March 27, 2024

Hola Mohalla, also called Hola, is a three-day long Sikh festival which normally falls in March. The Guru made Hola Mahalla an occasion for Sikhs to demonstrate their martial skills in simulated battles. It is also known as Hola and has roots in the story of the child Bhagat, Prahlad, and his triumph over Holkia. This story symbolizes the triumph of good or evil.

*General Practices:* Take part in religious songs and prayer, while enjoying communal meals. There is also performances of Gatka martial art.

*Date details:* It takes place on the second day of the lunar month of Chett, a day after the Hindu spring festival Holi but sometimes coincides with Holi. Hola Mohalla is a big festive event for Sikhs around the world.

*Recommended Accommodation:* Avoid scheduling important academic deadlines, events during these dates.

**Holi** (Hindu)

* March 18, 2022
* March 8, 2023
* March 25, 2024

Also known as the “Festival of Colors,” this holiday can be traced to Hindu scriptures commemorating good over evil. This date is also a celebration of the colorful spring and a farewell to the dull winter. The Holi festival celebrates the eternal and divine love of Radha Krishna

General Practices: Hindus often sprinkle colored water and powder on others and celebrate with bonfires and lights, signifying victory of good over evil.

Date details: Celebrated at the end of the winter season on the last full moon day of the lunar moon in late February or early March.

**Holy Friday / Good Friday** (Eastern Orthodox Christian)

* April 22, 2022
* April 14, 2023
* May 3, 2024

Friday before Easter, commemorates the crucifixion of Jesus Christ; among some sects of Christianity and in many countries marks a day of fasting.

General Practices: Prayer, fasting, confession, and church services as well as the wrapping or dying of eggs (often red) in preparation for Easter Sunday.

Date details: Orthodox Good Friday is determined by the Julian calendar which regulates ceremonial cycle of the Eastern Orthodox Christian churches.

Recommended Accommodations: Avoid scheduling important academic deadlines, events and activities on the date.

**Hmong New Years** (Hmong)

Celebrations frequently occur in November and December

This is an important communal and social event that occurs after the harvest season and often at the end of the twelfth lunar calendar month.

General Practices: The celebration consists of giving thanks to ancestors, a ball-throwing game called

pov pob, singing, traditional music and foods, and elaborate outfits.

Recommended Accommodations: Hmong employees may be requesting time off.

**Imamat Day/ Khushali** (Islamic)

* July 11, 2022
* July 11, 2023
* July, 11, 2024

This day marks the milestone 65th anniversary of the accession of His Highness Prince Karim Aga Khan IV as the 49th hereditary Imam – spiritual leader – of Shia Ismaili Muslims. The occasion is to reaffirm allegiance and gratitude, and to renew commitment to the ethics of the faith.

**Imbolc / Candlemas** (Pagan, Wiccan, Druid)

* Feb. 1-2, 2022
* Feb. 1-2, 2023
* Feb. 1-2, 2024

Also referred to as the Feast of Pan, Feast of Torches, Feast of Waxing Lights, and Oimele. Celebrates the coming of spring and recovery of the Earth Goddess after giving birth to the Sun God at Yule. For many traditions, a time for initiations, re-dedication and pledges for the coming year. One of the four "greater Sabbats."

General Practices: Activities might include making candles, reading poetry and telling stories.

**Islamic New Year/ Hijri New Year/ 1st of Muharram** (Islamic)

* July 29, 2022
* July 18, 2023
* July 7, 2024

As with other Islamic holidays, the dates differ each year as the religion's calendar is based on the phases of the moon, with the start of each month marking a new lunar cycle. Before the advent of the Prophet Muhammad, who founded Islam, the start of the New Year marked a month of non-violence in the Arab world, where tribesmen would lay down their weapons.

*General Practices:* The majority will celebrate the holiday by attending prayer sessions in their mosque and spending time with family. The main emphasis is on reflection, remembrance and gratitude, say religious scholars.

*Recommended Accommodations*: Avoid scheduling important academic deadlines, events and activities on the following date.

**Kwanzaa**

* Dec. 26, 2022 – Jan. 1, 2023
* Dec. 26, 2023 – Jan. 1, 2024
* Dec. 26, 2024 – Jan. 1, 2025

Kwanzaa is a week long annual celebration of African-American culture, culminating in a communal feast called Karamu, usually on the sixth day. It was created by activist Maulana Karenga, based on African harvest festival traditions from various parts of West and Southeast Africa.

*General Practices: Celebrations often include singing and dancing, honoring the ancestors, storytelling, poetry reading, African drumming, and feasting.*

**Krishna Janmashtami** (Hindu)

* Aug. 18, 2022
* Sept. 6, 2023
* Aug. 26, 2024

This two-day festival celebrates the birth of Krishna, a widely-worshiped Hindu god. Krishna is considered to be a warrior, hero, teacher, and philosopher.

*General Practices*: During this festival, Hindus are likely to forgo sleep in order to sing bhajans, traditional Hindu songs. Many Hindus also fast during the first day of the festival. Dances, songs, and plays depicting the life of Krishna are common.

*Date Details*: The first day is called Krishan ashtami or Gokul ashtami. The second day is known as Kaal ashtami or more popularly Janam ashtami.

*Recommended Accommodations*: Avoid scheduling major academic deadlines on this day, since it is likely that students will be operating on very little sleep.

**Las Posadas**

* Dec. 16-24, 2022
* Dec. 16-24, 2023
* Dec. 16-24, 2024

Las Posadas is an important Mexican tradition during the holidays–complete with prayer, music, food, and piñatas. The nine-night celebration from is December 16th to 24th.

*General Practices:* At dusk, families, friends, and neighbors dress up as angels and shepherds. Two people are dressed as Mary and Joseph, as well as the innkeeper. Each night, people go to a party at a different home.

**Litha / Midsomer / Alban Hefin / Summer Solstice** (Pagan, Wiccan, Druid)

* June 21-22, 2019
* June 21-22, 2020
* June 21-22, 2021.

A celebration of the longest day of the year and the beginning of summer. Celebration of the Goddess manifesting as Mother Earth and the God as the Sun King. For some Pagans the Summer Solstice marks the marriage of the God and Goddess and see their union as the force that creates the harvest's fruits. One of the eight major annual sabbats or festivals. The significance given to the summer solstice has varied among cultures, but most recognize the event in some way with holidays, festivals, and rituals around that time with themes of religion or fertility.

*General Practices*: Lighting to bonfires and watching the sun rise.

**Lunar New Year** (Confucian, Taoist, Buddhist) *\*Holiday with significant work restriction*

* Feb. 1, 2022
* Jan. 22, 2023
* Feb. 10, 2024

This is the most important of traditional Chinese holidays.

*General Practices:* Families gather together to spend the evening preparing boiled dumplings and festive meals and giving of money to children in red envelopes.

*Date details:* Corresponds to the New Moon in Aquarius, which can fall from late January to mid- February

*Recommended Accommodations:* Avoid scheduling important academic deadlines, events, and activities on this date. Many Chinese employees will probably request this day off.

**Mabon / Alban Elfed / Autumnal Equinox** (Pagan, Wiccan, Druid)

* Sept. 22, 2022
* Sept. 22, 2023
* Sept. 22, 2024

Also referred to as Harvest Home, the Feast of the Ingathering, and Meán Fómhair. Mabon is the second celebration of the harvest, a ritual of thanksgiving for the fruits of the earth, and a recognition of the need to share them to secure the blessings of the Goddess and the God during the coming winter months. One of the eight major annual sabbats or festivals.

General Practices: At Mabon, day and night are in equal balance. It is a time to offer gratitude for the blessings of the harvest and also to begin to prepare for turning inward. Making dishes with apples, squash and pumpkins as part of ritual celebration is customary.

**Magha Puja Day** (Buddhist)

* Feb. 16, 2022
* March 6, 2023
* Feb. 24, 2024

Magha Puja Day commemorates an important event in the life of the Buddha, in which the first 1,250 disciples traveled to join the Buddha.

**Maghi –Lohri** (Sikhism)

* Jan. 14th, 2022
* Jan. 14th, 2023
* Jan. 13th, 2024

Maghi is the regional name of the Hindu festival of Makar Sankranti celebrated in Punjab, Haryana Jammu division and Himachal Pradesh.In Himachal, the festival is also known as Maghi Saaji or Magha Ra Saza. In Bihar and Nepal, it is also referred to as Maghi Parva or Maghi Sankranti.

General Practices: In Punjab, Maghi is celebrated by people eating kheer, a traditional dish where rice is cooked in sugarcane juice. During the festival, traditional dances are performed while wearing traditional atire. traditional clothing.

Recommended Accommodations: Avoid scheduling major academic and work deadlines.

**Mahayana New Year** (Buddhist)

* Jan. 18, 2022
* Jan. 25, 2023
* Jan. 25, 2024

Mahayana is one of the two main branches of Buddhism and is mostly practiced in Northeast Asia. The term Mahayana encompasses Buddhist ideologies and philosophies.

**Makar Sankranti** (Hindu)

* Jan. 14, 2022
* Jan. 15, 2023
* Jan. 14, 2024

Makar Sankranti is a Hindu festival that celebrates Sun's transition into Makar (Capricorn). It is one of the few traditional Hindu festivals that are observed as per solar cycles. The season marks the end of winter and the beginning of longer days.

*General Practices*: Makar Sankranti is observed with social festivities such as colorful decorations, rural children going house to house, singing and asking for treats in some areas, melas (fairs), dances, kite flying, bonfires and feasts.

**Martyrdom of the B’ab** (Baha’i) *\*Holiday with significant work restriction*

* Jul 9, 2022
* Jul 9, 2023
* Jul 9, 2024

Martyrdom of the Bab is a commemoration of the martyrdom of one of the founders of the Bahai religion, which began in Iran in the year 1844. On this day, the Bahai people recount the execution of the Bab who was charged with the crime of apostasy in the year 1850 in the Persian Empire and then imprisoned along with his followers.

General Practices: followers do not perform any work on these two days and will request this time off

**Martyrdom of Guru Arjan Dev Sahib**(Sikhism)

* June 16th, 2022
* June 16th, 2023
* June 16th, 2024

It's the day to commemorate and celebrate the life of religious figure Guru Arjan Dev who sacrificed his life for the Sikh people.

*General Practices:* Celebrate through worship ceremonies, processions, and peaceful gatherings to commemorate his life, sacrifices and his contributions to Sikhism.

*Recommendation Accommodations:* Avoid scheduling major academic and work deadlines.

**Martyrdom of Guru Tegh Bahadur Sahib**(Sikhism)

* Nov. 24th, 2022
* Nov. 24th, 2023
* Nov. 24th, 2024

Guru Tegh Bahadur Martyrdom is the ninth guru in the lineage of Sikh saints.

*General Practices:* Prayers and offerings as a sign of gratitude and remembrance.

*Recommendation Accommodations:* Avoid scheduling major academic and work deadlines.

**Maundy Thursday** (Christian / Roman Catholic and Protestant)

* April 14, 2022
* April 6, 2023
* March 28, 2024

Thursday before Easter, commemorates the Last Supper of Jesus with the Apostles.

General Practices: Prayer, Communion (Eucharist), meals, and foot-washing ceremonies among some Christian denominations

Date details: Always falls on the Thursday before Easter Sunday.

**Mawlid/ Mawlid an-Nabi ash-Sharif/ Eid Milad un Nabi** (Islamic)

* Oct. 7, 2022
* Sept. 26, 2023
* Sept. 15, 2024

Mawlid, or is the observance of the birthday of the Islamic prophet Muhammad which is commemorated in Rabi' al-awwal, the third month in the Islamic calendar.

*General Practices:* Muslims celebrate the occasion by wearing new clothes, offering prayers, and exchanging gifts. The day is celebrated by preparing special meals at mosques and at home with friends and family. In the Middle East, streets are often decorated with lights, and food and sweets are distributed to the public.

**Navratri** (Hindu)

* Sept. 26-Oct. 5, 2022
* Oct. 16-24, 2023
* Oct. 3-12, 2024

Navarati is one of the greatest Hindu festivals, and celebrates the triumph of good over evil. During this time, Hindus worship Durga, Lakshmi, and Saraswati.

General Practices: Durga is the mother goddess, and so Hindus try to visit their mothers and other relatives during this time. Some Hindus will pray and fast, and there are are often feasts and dances.

**Naw Ruz** (Baha’i)

* March 20-21, 2022
* March 22-22, 2023
* March 20-21, 2024

This is the Baha’i New Year, a traditional celebration in Iran adopted as a holy day associated with Baha’i. It is a celebration of spring and new life.

General Practices: Festive music dancing, prayers, meetings, meals

**Ninth Day of Ridvan—Festival of Ridvan** (Baháʼí) \*Holiday with significant work restriction

* April 28, 2022
* April 28, 2023
* April 28, 2024

"Ridván" means paradise, and is named for the Garden of Ridván outside Baghdad, where Baháʼu'lláh stayed for twelve days after the Ottoman Empire exiled him from the city and before commencing his journey to Constantinople. It is the holiest Baháʼí festival, and is also referred to as the "Most Great Festival" and the "King of Festivals".

General Practices: Ninth Day of Ridván is also one of the Bahá'í Holy Days, work and school is prohibited; practitioners enjoy gatherings filled with prayer and readings from the Baha’i writings

**Obon or Bon** (Buddhism) \*Holiday with significant work restriction

* Aug 13-16, 2022
* Aug 13-15, 2023
* Aug 13-15, 2024

Obon or just Bon is fusion of the ancient Japanese belief in ancestral spirits and a Japanese Buddhist custom to honor the spirits of one's ancestors.

General Practices: Festive music dancing, prayers, gatherings. Practitioners of this faith will often ask for the time off.

**Ostara / Alban Eilir / Spring (Vernal) Equinox** (Pagan, Wiccan, Druid)

* March 20, 2022
* March 20, 2023
* March 19, 2024

Also known as Eostre. Regarded as a time of fertility and conception. In some Wiccan traditions, it is marked as the time when the Goddess conceives the God's child, which will be born at the winter solstice. One of eight major annual sabbats or festivals.

*General Practices*: Lighting fires to commemorate the return of light in the spring and to honor the God and Goddess. Coloring eggs as a way of honoring fertility is also practiced.

**Palm Sunday** (Christian / Roman Catholic and Protestant)

* April 10, 2022
* April 2, 2023
* March 24, 2024

A commemoration of Jesus’ entry into Jerusalem as crowds lined his path with palm fronds

General Practices: Prayer, distribution of palm leaves commemorating Jesus’ entry into Jerusalem prior to his crucifixion.

**Parinirvana Day** (Bhuddism)

* Feb. 15, 2022
* Feb. 15, 2023
* Feb. 15, 2024

It celebrates the day when the Buddha is said to have achieved Parinirvana, or complete Nirvana, upon the death of his physical body

General Practices: Passages from the recitations of Nibbana Sutta or Nirvana Sutra describing the Buddha's last days of life are often read on Parinirvana Day. Other observances include meditation and visits to Buddhist temples and monasteries. Also, the day is a time to think about one's own future death and on the deaths of loved ones. This thought process reflects the Buddhist teachings on impermanence.

**Pascha / Easter** (Eastern Orthodox Christian) \*Holiday with significant work restriction

* April 24, 2022
* April 16, 2023
* May 5, 2024

Annual commemoration of the resurrection of Jesus Christ

General Practices: Celebratory meals, family gatherings, distribution of colored eggs and baskets of breads, meats, eggs, cheeses and other foods. It is a celebration of renewal.

Date details: Easter Sunday is determined by the Julian calendar which regulates ceremonial cycle of the Eastern Orthodox Christian churches.

**Pentecost** (Eastern Orthodox Christian)

* June 12, 2022
* June 4, 2023
* June 23, 2024

**Pentecost** (Western Orthodox Christian)

* June 5, 2022
* May 28, 2023
* May 19, 2024

Christian holiday which takes place on the 50th day (the seventh Sunday) after Easter Sunday. It commemorates the descent of the Holy Spirit upon the Apostles and other followers of Jesus Christ while they were in Jerusalem

General Practices: Celebratory meals, family gatherings, flowers

**Pesach / Passover** (Jewish) \*Holiday with significant work restriction

* April 15-23, 2022
* April 5-13, 2023
* April 22-30, 2024

Pesach is a week-long observance commemorating the freedom and exodus of the Israelites (Jewish slaves) from Egypt during the reign of the Pharaoh Ramses II (one of three pilgrimage festivals).

General Practices: Family gatherings, ritualized meals called Seders, reading of the Haggadah, lighting of Yahrzeit memorial candle at sundown on the last night of Passover.

Date details: Begins at sundown of first day.

Recommended Accommodations: Avoid scheduling important academic deadlines, events and activities throughout these dates. Along with providing food accommodations, Passover dietary rules restrict the use of grain that can ferment and become leavened.

**Purim** (Jewish)

* March 16th – March 17th, 2022
* March 6th – March 7th, 2023
* March 23rd – March 24th , 2024

Purim is a Jewish holiday which commemorates the saving of the Jewish people from Haman.

General Practices: Reading the Book of Esther, exchanging food and drink, along with partaking in a celebratory meal known as se’udat Purim.

Recommended Accommodations: Avoid scheduling important academic deadlines, events and activities throughout these dates.

**Raksha Bandhan** (Hindu)

* Aug. 11, 2022
* Aug. 30, 2023
* Aug. 19, 2024

Raksha Bandhan is a popular and traditionally Hindu annual rite or ceremony that is central to a festival of the same name celebrated in the Indian Subcontinent. The Hindu festival of Raksha Bandhan, or Rakhi, celebrates the bond between brothers and sisters.

*General Practices*: On this day, sisters of all ages tie a talisman or amulet called the Rakhi around the wrists of their brothers. They symbolically protect them, receive a gift in return, and traditionally invest the brothers with a share of the responsibility of their potential care.

**Ramadan** (Islamic)

* April 2-May 2, 2022
* March 22-April 21, 2023
* March 10-April 9, 2024

Ramadan is an occasion to focus on faith through fasting and prayer, and is one of the most important Muslim holidays. Ramadan is notable because the Qur’an was first revealed during this month, and Muslims see the Qur’an as the ultimate form of guidance for mankind.

*General Practices*: Fasting is required during the entire month of Ramadan. Muslims refrain from food and beverages during the daylight hours, and smoking and sexual relations are forbidden. Worshipers break the fasting each night with prayer, reading of the Qu’ran, and a meal called the iftar. In addition, many Muslims also attend night prayers at Mosques. Muslims also believe that their good actions bring a greater reward during this month than any other time of the year, so almost all Muslims try to give up bad habits during Ramadan.

*Recommended Accommodations*: If possible, avoid scheduling major academic deadlines during this time. Be sensitive to the fact that students and employees celebrating Ramadan will be fasting during the day (continuously for 30 days) and will likely have less stamina as a result. If planning an evening event, provide food accommodations if requested (Islamic dietary restrictions apply).

**Rosh Hashanah** (Jewish) \*Holiday with significant work restriction

* Sept. 25-27, 2022
* Sept. 15-17, 2023
* Oct. 2-4, 2024

Start of the Jewish New Year, day of judgment and remembrance; the Jewish calendar celebrates the New Year in the seventh month (Tishrei) as a day of rest and celebration ten days before Yom Kippur.

General Practices: Prayer in synagogue and festive meals

Date details: Begins at sundown on first day.

Recommended Accommodations: Avoid scheduling important academic deadlines, events, or activities on this date. If planning an event, provide food accommodation as requested (kosher restrictions apply).

**Samhain** (Pagan, Wiccan, Druid)

October 31 – November 1, 2019. October 31 – November 1, 2020. October 31 – November 1, 2021.

One of the four "greater Sabbats" and considered by some to be the Wiccan New Year. A time to celebrate the lives of those who have passed on, welcome those born during the past year into the community, and reflecting on past relationships, events and other significant changes in life.

General Practices: Paying respect to ancestors, family members, elders of the faith, friends, petsand other loved ones who have died.

**Setsubum-sai** (Shinto)

* Feb. 3, 2022
* Feb. 3, 2023
* Feb. 3, 2024

Setsubum-sai marks the beginning of spring, and is known as the “bean-throwing festival. The faithful scatter roasted beans to bring good luck to the new season.

**Shavuot** (Jewish) \*Holiday with significant work restriction

* June 4-6, 2022
* May 25-27, 2023
* June 11-13, 2024

Commemorates receipt of the Torah on Mount Sinai (two of three pilgrimage festivals)

General Practices: Evening of devotional programs and studying the Torah, lighting of Yahrzeit memorial candle at sundown on the second night of Shavuot.

Recommended Accommodations: Avoid scheduling important academic deadlines, events and activities during these dates. Provide food accommodation as requested. (Kosher restrictions apply—although it is customary to eat dairy).

**Shemini Atzeret** (Jewish) \*Holiday with significant work restriction

* Oct. 16-18, 2022
* Oct. 6-8, 2023
* Oct. 23-25, 2024

Also known as Atzereth, this is a fall festival, which includes a memorial service for the dead and features prayers for rain in Israel.

General Practices: Jews light a Yahrzeit memorial candle at sundown on Shemini Atzereth (the 8th night of Sukkot).

Date details: Begins at sundown the first day.

Recommended Accommodations: Avoid scheduling important academic deadlines, events, or activities during these dates. If planning an event, provide food accommodation as requested (kosher restrictions apply).

**Simchat Torah** (Jewish) \*Holiday with significant work restriction

* Oct. 17-18, 2022
* Oct. 7-8, 2023
* Oct. 24-25, 2024

Simchat Torah marks the completion of the annual cycle of the reading of the Torah in the synagogue and the beginning of the new cycle.

General Practices: Practitioners dance in synagogues as all the Torah scrolls are carried around in seven circuits.

Recommended Accommodations: Avoid scheduling important academic deadlines, events, and activities on these date. Kosher restrictions apply.

**Sukkot** (Jewish) \*Holiday with significant work restriction

* Oct. 9-16, 2022
* Sept. 29-Oct. 6, 2023
* Oct. 16-23, 2024

A week-long celebration which begins with the building of Sukkah for sleep and meals; Sukkot is named for the huts Moses and the Israelites lived in as they wandered the desert before reaching the promised land.

General Practices: Families in the United States commonly decorate the sukkah with produce and artwork.

Date details: Begins at sundown of prior day; work holiday varies by denomination.

Recommended Accommodations: Avoid scheduling important academic deadlines, events, or activities during these dates. If planning an event, provide food accommodation as requested (kosher restrictions apply).

Theravada New Year (Bhuddism)

* April 16, 2022
* April 6, 2023
* April 24, 2024

This day marks Buddha’s birth, death, enlightenment, and the start of the rainy season.

General practices: Build sandcastles by the beach or river while thinking of all your mistakes in life and how to improve yourself as you build them. The waves will wash away the sandcastle as well as your wrongdoings and you’ll feel like a better person.

Date details: Begins the 3rd day after the full moon sighting

**Tisha B’Av** (Jewish)

* Aug. 5-6, 2022
* July 26-27, 2023
* Aug. 12-13, 2024

Commemorates a series of Jewish tragedies including the destruction of the first and second temples in Jerusalem.

General practices: Fasting and mourning.

Date details: Begins at sundown on first day, fast deferred because of the Sabbath.

Recommended accommodations: Plan limited activities after a fast. Avoid scheduling important academic deadlines, events.

**Twelfth Day of Ridvan—Festival of Ridvan** (Baháʼí) \*Holiday with significant work restriction

* May 1, 2022
* May 1, 2023
* May 1, 2024

"Ridván" means paradise, and is named for the Garden of Ridván outside Baghdad, where Baháʼu'lláh stayed for twelve days after the Ottoman Empire exiled him from the city and before commencing his journey to Constantinople. It is the holiest Baháʼí festival, and is also referred to as the "Most Great Festival" and the "King of Festivals".

General Practices: Twelfth Day of Ridván is also one of the Bahá'í Holy Days, work and school is prohibited; Readings from the Tablets are read aloud or in private to mark the occasion of Ridván and to reflect on its significance to the Bahá’í community

**Vaisakhi** (Sikh)

* April 14, 2022
* April 14, 2023
* April 13, 2024

Vaisakhi is the Sikh new year festival and commemorates 1699, the year Sikhism was born. Vaisakhi is also a long-established harvest festival.

*General Practices*: There are often parades, dancing, and singing throughout the day. These celebrations involve music, singing, and chanting of scriptures and hymns. To celebrate Vaisakhi, Sikhs will visit places of worship called Gudwaras. These will also be especially decorated for the occasion. Many people enjoy parades and special processions through the streets called Nagar Kirtans.

**Vesak – Buddha Day** (Bhuddism)

* May 16, 2022
* May 5, 2023
* May 23, 2024

The festival commemorates the birth, enlightenment (Nibbāna), and death (Parinirvāna) of Gautama Buddha in Theravada, Tibetan Buddhism and Navayana. This is a public holiday, avoid planning events, meetings, or activities during this time.

**Winter Solstice**

* Dec. 21, 2022
* Dec. 22, 2023
* Dec. 21, 2024

Astronomically marks the beginning of lengthening days and shortening nights. Throughout history, societies across the world have held festivals and ceremonies marking winter solstice, the day of the "sun’s rebirth.” Most often, winter solstice celebrations honored the symbolism of fire and light, along with life, death, the rising sun, and the moon.

*General Practices:* Festivals, spending time with loved ones, feasting, singing, dancing, fires

**World Interfaith Harmony Week**

* February 1-7, 2022
* February 1-7, 2023
* February 1-7, 2024

World Interfaith Harmony Week is a UN resolution for a worldwide week of interfaith harmony proposed in 2010 by King Abdullah II and Prince Ghazi bin Muhammad of Jordan. The World Interfaith Harmony Week falls in the first week of February of every year and aims to promote harmony between all people regardless of their faith.

**Yom HaSho’ah** (Jewish)

* April 27-28, 2022
* April 17-18, 2023
* May 4-5, 2024

Holocaust Remembrance Day; a day to remember the lives and names of Jewish victims and activists of the Holocaust.

General Practices: Ceremonies or events to remember Holocaust victims who died during World War II; activities may include lighting memorial candles and reciting the Kaddish, which is a prayer for the departed.

Date details: Begins at sundown on the first day.

Recommended Accommodations: This is not a work holiday—academics and work are permitted. Provide food accommodation as requested (kosher restrictions apply).

**Yom Kippur** (Jewish) \*Holiday with significant work restriction

* Oct. 4-5, 2022
* Sept. 24-25, 2023
* Oct. 11-12, 2024

Yom Kippur is often considered the holiest day of the year for Jews, and the day is dedicated to atonement and abstinence.

General Practices: During Yom Kippur, Jews fast from before sundown until after sunset, and light a Yahrzeit memorial candle at sundown on the night of Yom Kippur.

Date details: Begins at sundown on first day.

Recommended Accommodations: Avoid scheduling important academic deadlines, events.

**Yule / Midwinter / Alban Arthan / Winter Solstice** (Pagan, Wiccan, Druid)

* Dec. 22, 2022
* Dec. 22, 2023
* Dec. 22, 2024

The longest night of the year followed by the sun's "rebirth" and lengthening of days. In most traditions, Yule is celebrated as the rebirth of the Great God, who is viewed as the newborn solstice sun. Some pagans consider Yule to be the beginning of the new year. One of the eight major annual sabbats or festivals.

General Practices: Burning the yule log (which was traditionally part of last year’s yule tree) is an act of faith and renewal that, indeed, the light, and the warmth will return.

**OTHER OBSERVANCES**

**January**

**Entire Month Observances**

Poverty in America Awareness Month  
**Days/Weeks**

Jan. 1 Global Family Day

Jan. 4 World Braille Day

Jan. 15 World Religion Day

Jan. 16 Martin Luther King, Jr. Day. Observed each year on the third Monday in January.

Jan. 22 Chinese New Year 2022

Jan. 27 International Holocaust Remembrance Day

**February**

**Entire Month Observances**

Black History Month  
**Days/Weeks**

Feb. 1 World Freedom Day

Feb. 20 World Day of Social Justice

**March**  
**Entire Month Observances**

Developmental Disabilities Awareness Month

Gender Equality Month

Ethnic Equality Month

National Women's History Month  
**Days/Weeks**

Mar. 8 International Women's Day

Mar. 8 United Nations Day for Women's Rights and International Peace

Mar. 11 World Day of Muslim Culture, Peace, Dialogue and Film

Mar. 21 International Day for the Elimination of Racial Discrimination

Mar. 21 World Down Syndrome Day

Mar. 25 International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade

Mar. 30 National Doctors Day

Mar. 31 Advisor Appreciation Day

Mar. 31 Equal Pay Day

**April**

**Entire Month Observances**

Earth Month

Celebrate Diversity Month  
**Days/Weeks**

Apr. 2 World Autism Awareness Day

Apr. 7 International Day of Reflection on the Genocide in Rwanda

Apr. 11 National Day of Silence

Apr. 15 Youth Homelessness Matters Day

Apr. 20–21 Holocaust Remembrance Day (Yom HaShoah)

Apr. 22 Earth Day

**MAY**

**Entire Month Observances**

National Asian American and Pacific Islander Heritage Month   
Days/Weeks

May 1 May Day

May 5 Cinco de Mayo

May 8 Time of Remembrance and Reconciliation for those who Lost their Lives during WWII

May 21 World Day for Cultural Diversity for Dialogue and Development

May 22 International Day for Biological Diversity

Last Monday of May Memorial Day

**JUNE**

**Entire Month Observances**

Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) Pride Month   
Days/Weeks

2nd Sunday of June Race Unity Day

Jun. 12 Loving Day

Jun. 12 Women Veterans Day

Jun. 19 Juneteenth

Jun. 28 Stonewall Day

**JULY**  
 **Days/Weeks**

Jul. 9 The Martyrdom of the Bab

Jul. 11 World Population Day

Jul. 24 Pioneer Day

Jul. 26 Americans with Disabilities Act Signed

**August**

**Days/Weeks**

Aug. 9 International Day of the World’s Indigenous People

Aug. 19 World Humanitarian Day

Aug. 23 International Day for the Remembrance of the Slave Trade and its Abolition

Aug. 26 Women’s Equality Day

**SEPTEMBER**

**Entire Month Observances**

Hispanic Heritage Month (Sept. 15-Oct. 15)

National Guide Dog Month

**Days/Weeks**

Sept. 9-13 Attica Prison Riot Day

Sept. 15 International Day of Democracy

Sept. 16 Mexican Independence Day

Sept. 18 International Equal Pay Day

Sept. 21 International Day of Peace

Sept. 22 National Native American Day

Sept. 23 International Day of Sign Languages

Sept. 27-Oct. 3 National Inclusion Week

**OCTOBER**

**Days/Weeks**

Oct. 1-7 Mental Illness Awareness Week

Oct. 2 International Day of Non-Violence

Oct. 2-8 Dyslexia Awareness Week

Oct. 9 Indigenous Peoples’ Day

Oct. 10 World Mental Health Day

Oct. 11 National Coming Out Day

Oct. 17 Women in Military Service for America Memorial Anniversary

Oct. 19 World Humanitarian Action Day

Oct. 22 International Stuttering Awareness Day

**NOVEMBER**

**Entire Month Observances**

Transgender Awareness Month

**Days/Weeks**

Nov. 1-2 Dia de los Muertos

Nov. 11 Veterans Day

Nov. 13 World Kindness Day

Nov. 16 International Day of Tolerance

Nov. 17 International Students’ Day

Nov. 20 World Children’s Day

Nov. 20 Transgender Day of Remembrance

Nov. 24 Thanksgiving

\*Fourth Thursday of November\*

International Day for the Elimination of Violence Against Women

Nov. 25 Native American Heritage Day

\*Fourth Friday of November\*

**DECEMBER**

**Entire Month Observances**

Universal Human Rights Month

**Days/Weeks**

Dec. 1 World AIDS Day

Dec. 2 International Day for the Abolition of Slavery

Dec. 3 International Day for Persons with Disabilities

Dec. 10 International Human Rights Day

Dec. 18 International Migrants Day

Dec. 20 International Human Solidarity Day

# APPENDIX

How to add the Religious and Spiritual Accommodations (RSOC) calendar overlay to Outlook.

STEP 1: Go to the Religious and Spiritual Observances Calendar (RSOC) on Bridge:

<https://bridge.ohsu.edu/cs/cdi/Lists/rsoc/calendar.aspx>

STEP 2: Click on the “calendar” menu item found on top of the calendar under the Bridge logo:



STEP 3: Next, click on the “Connect to Outlook” icon at the top row:



STEP 4: Click “allow” for the RSOC to appear on Outlook:



STEP 5: The RSOC should now appear on Outlook as an overlay calendar. Your Outlook calendar view may look similar to the following layout.

To overlay the Religious and Spiritual Observances calendar onto your own, simply click on arrow on the top left corner.



**Your Outlook Calendar Religious and Spiritual Observances**

Alternatively, you may click on “Overlay” from the



“View” tab.

VIEW OF THE OVERLAID CAL