

Diversity Council Holiday Calendar

January 2021

In our continued role to raise awareness of our diverse patient population, the Diversity Council has compiled a list of holidays of diverse groups for the month of January along with general practices and recommendations. If you have any feedback for improving the guide, please email diversity.council@osumc.edu.

Gantan-sai (Shinto) is the annual New Year festival of the Shinto religion and is considered a national holiday in Japan.

Date: January 1

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

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

La Befana Day (Christian) commemorates the revelation of God through Jesus Christ and commemorates the 12th day of Christmas when the three wise men arrived in Bethlehem and presented gifts to the baby Jesus. It is primarily an old Italian Christmas tradition.

Date: January 6

General Practices: Prayer, festive meals, offerings and gift giving.

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

Date: January 7

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

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.

Respect for Cultural and Personal Values

You have the right to expect understanding of your cultural values, beliefs and preferences, including respect for special religious, spiritual and cultural practices/services, as allowed by law. Our administration, faculty and staff must treat everyone with the same respect and consideration, regardless of their religious beliefs or non-beliefs. Understand that we are an equal opportunity employer and that we reserve the right to assign a competent caregiver with skills that match clinical needs. It is our policy that staff and their work environment be free from all forms of discrimination and harassment.



Diversity Council Holiday Calendar

February 2021

*In our continued role to raise awareness of our diverse patient population, the Diversity Council has compiled a list of holidays of diverse groups for the month of February along with general practices and recommendations. If you have any feedback for improving the guide, please email **Marwan Mohammad, MD**.*

Imbolc/Candlemas (Wiccan/Druid) in the Celtic seasonal calendar celebrates the coming of spring. It is also referred to as the “Feast of Pan,” “Feast of Torches,” “Feast of Waxing Lights” and “Oimele.” For many traditions, it’s a time for initiations, re-dedication and pledges for the coming year. One of the four “greater Sabbats.” **Date: February 1 – 2**

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

Setsubun-sai (Shinto) marks the beginning of spring as well as the start of the Japanese New Year. Known as the “bean-throwing festival,” faithful followers scatter roasted beans to bring good luck to the new season.

Date: February 2

General Practices: Many people will mark the event at home or in public spaces and celebrate at Shinto shrines and Buddhist temples.

Chinese New Year (Confucian, Taoist, Buddhist) is the most important of traditional Chinese holidays. This holiday corresponds to the New Moon in Aquarius, which can fall from late January to mid-February. 2020 is the Year of the Ox.

Date: February 12

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

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

Parinirvana Day (Buddhist) is a Mahayana Buddhist holiday celebrated in East Asia. It celebrates the day when the Buddha is said to have achieved Parinirvana, or “complete Nirvana,” believed to be the end of the cycle of death and rebirth. Buddhist teaches that Nirvana is reached when all want and suffering is gone.

Date: February 15

Vasant Panchami (Hindu) is an important Indian festival celebrated every year in the month of Magh according to the Hindu calendar. The significance of the day lies in the worship of the goddess Saraswati, as well as the onset of the spring season.

Date: February 16

Ash Wednesday (Christian/Roman Catholic and Protestant) is the first day of Lent, the period of 40 fasting days before Easter in which many Christians sacrifice ordinary pleasures to reflect on Christ’s sacrifice.

Date: February 17

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

Recommended Accommodations: Provide food accommodation as requested, such as vegetarian or vegan options.

Respect for Cultural and Personal Values

You have the right to expect understanding of your cultural values, beliefs and preferences, including respect for special religious, spiritual and cultural practices/services, as allowed by law. Our administration, faculty and staff must treat everyone with the same respect and consideration, regardless of their religious beliefs or non-beliefs. Understand that we are an equal opportunity employer and that we reserve the right to assign a competent caregiver with skills that match clinical needs. It is our policy that staff and their work environment be free from all forms of discrimination and harassment.



Diversity Council Holiday Calendar

March 2021

*In our continued role to raise awareness of our diverse patient population, the Diversity Council has compiled a list of holidays of diverse groups for the month of March along with general practices and recommendations. If you have any feedback for improving the guide, please email **Marwan Mohammad, MD**.*

Ostara, Alban Eilir, Spring Equinox (Wiccan/Druid) is also known as Eostre and is 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.

Date: March 19

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.

Naw Ruz (Baha'i) is the celebration of the traditional Iranian new year holiday and is celebrated throughout the countries of the Middle East and central Asia.

Naw Ruz is the first day of the Baha'i New Year and one of nine holy days. A traditional Persian celebration of spring and new life and occurs on the vernal equinox.

Date: March 19 – 20

General Practices: Baha'i New Year usually includes singing, eating, dancing and socializing.

Pesach/Passover (Jewish) is a weeklong observance, which begins at sundown of the first day, commemorating the freedom and exodus of the Israelites (Jewish slaves) from Egypt during the reign of the pharaoh Ramses II. It is one of three pilgrimage festivals.

Date: March 27 – April 4

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.

Recommended Accommodations: Avoid scheduling important academic deadlines, events and activities on the first two and last two days of the holiday. Kosher restrictions apply.

Holi (Hindu) is a popular Hindu holiday also known as the Festival of Colors, and can be traced to scriptures commemorating good over evil. This date is also a celebration of the colors of spring and a farewell to the dull winter.

Date: March 28 – 29

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

Respect for Cultural and Personal Values

You have the right to expect understanding of your cultural values, beliefs and preferences, including respect for special religious, spiritual and cultural practices/services, as allowed by law. Our administration, faculty and staff must treat everyone with the same respect and consideration, regardless of their religious beliefs or non-beliefs. Understand that we are an equal opportunity employer and that we reserve the right to assign a competent caregiver with skills that match clinical needs. It is our policy that staff and their work environment be free from all forms of discrimination and harassment.



Diversity Council Holiday Calendar

April 2021

*In our continued role to raise awareness of our diverse patient population, the Diversity Council has compiled a list of holidays of diverse groups for the month of April along with general practices and recommendations. If you have any feedback for improving the guide, please email **Marwan Mohammad, MD**.*

Good Friday (Christian/Roman Catholic and Protestant/Eastern Orthodox) occurs the Friday before Easter. This holiday commemorates the crucifixion of Jesus Christ; among some sects of Christianity and in many countries, it marks a day of fasting.

Date: April 2

General Practices: Prayer, fasting, and noon or afternoon services.

Recommended Accommodations: Meat (not fish) is prohibited on Good Friday.

Easter (Christian/Roman Catholic and Protestant) marks the annual commemoration of the resurrection of Jesus Christ. Easter Sunday is determined by the Gregorian calendar (the Gregorian calendar regulates ceremonial cycle of the Roman Catholic/Protestant churches).

Date: April 4

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

Yom HaShoah (Jewish) is also known as Holocaust Remembrance Day, a day to remember the lives and names of Jewish victims and activists of the Holocaust.

Date: April 8, ending the evening of April 9

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

Ramadan (Islamic) is an occasion to focus on faith through fasting and prayer. Ramadan is considered one of the most important Muslim holidays. The Quran, considered the Muslims' ultimate form of guidance, was first revealed during this month.

Date: April 12 - May 12

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 the Quran 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 most will 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 and our colleagues celebrating Ramadan will be fasting during the day, for 30 days, and will likely have less stamina as a result. If planning an evening event, provide Islamic food accommodations.

Respect for Cultural and Personal Values

You have the right to expect understanding of your cultural values, beliefs and preferences, including respect for special religious, spiritual and cultural practices/services, as allowed by law. Our administration, faculty and staff must treat everyone with the same respect and consideration, regardless of their religious beliefs or non-beliefs. Understand that we are an equal opportunity employer and that we reserve the right to assign a competent caregiver with skills that match clinical needs. It is our policy that staff and their work environment be free from all forms of discrimination and harassment.



Diversity Council Holiday Calendar

May 2021

*In our continued role to raise awareness of our diverse patient population, the Diversity Council has compiled a list of holidays of diverse groups for the month of May along with general practices and recommendations. If you have any feedback for improving the guide, please email **Marwan Mohammad, MD**.*

Beltane (Wiccan/Druid) is also known as May Day and marks the transition point from spring to summer. Fire is a major focus at Beltane, with many places hosting a fire festival that celebrates the coming of summer and the fertility of the coming year.

Date: May 1

General Practices: Jumping the balefire, dancing the Maypole.

Pascha/Orthodox Easter (Eastern Orthodox) is the oldest and most important festival in the Eastern Christian tradition, celebrating Jesus Christ's resurrection. In most years, its date differs from the date of Easter celebrated by Catholics and Protestants because it is determined by the Julian calendar, which differs from the Gregorian calendar by 13 days.

Date: May 2

General Practices: Celebratory meals, family gatherings, distribution of colored eggs and baskets of breads, meats, eggs, cheese and other foods.

Eid al-Fitr (Islamic) means "break the fast," and is the last day of Ramadan, marking the end of a month of fasting. Eid al-Fitr begins at sundown on the first day.

Date: May 12 – May 13

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

Recommended Accommodations: Avoid scheduling important academic deadlines, events or activities at this time. 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 Islamic food accommodations if requested.

Respect for Cultural and Personal Values

You have the right to expect understanding of your cultural values, beliefs and preferences, including respect for special religious, spiritual and cultural practices/services, as allowed by law. Our administration, faculty and staff must treat everyone with the same respect and consideration, regardless of their religious beliefs or non-beliefs. Understand that we are an equal opportunity employer and that we reserve the right to assign a competent caregiver with skills that match clinical needs. It is our policy that staff and their work environment be free from all forms of discrimination and harassment.



Diversity Council Holiday Calendar

June/July/August 2021

*In our continued role to raise awareness of our diverse patient population, the Diversity Council has compiled a list of holidays of diverse groups for the months of June, July and August along with general practices and recommendations. If you have any feedback for improving the guide, please email **Marwan Mohammad, MD**.*

Summer Solstice/Litha/Midsummer/Alban Hefin (Wiccan/Druid) is 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 Sabats or festivals.

Date: June 20

General Practices: Lighting of bonfires/watching the sunrise.

Eid al-Adha (Islamic) is a major festival that celebrates the willingness to make sacrifices for God, and its yearly season for pilgrimage to the holy site, Mecca. According to Quran, the prophet Ibrahim was ordered to sacrifice his son in God's name. When Ibrahim was prepared to kill his son, God stepped in and instead gave him a sheep to sacrifice. This holiday begins at sundown the first day and celebrates Ibrahim's total faith in God. Muslims view this holiday as an important annual reminder.

Date: July 19 – 20

General Practices: Prayers, gift giving, and sometimes symbolic sacrifice a of goat or sheep, with a portion of the meat gifted to the poor.

Recommended Accommodations: Avoid scheduling important academic deadlines, events and activities on the first day. If planning an evening event, provide requested food accommodations.

Respect for Cultural and Personal Values

You have the right to expect understanding of your cultural values, beliefs and preferences, including respect for special religious, spiritual and cultural practices/services, as allowed by law. Our administration, faculty and staff must treat everyone with the same respect and consideration, regardless of their religious beliefs or non-beliefs. Understand that we are an equal opportunity employer and that we reserve the right to assign a competent caregiver with skills that match clinical needs. It is our policy that staff and their work environment be free from all forms of discrimination and harassment.



Diversity Council Holiday Calendar

September 2021

*In our continued role to raise awareness of our diverse patient population, the Diversity Council has compiled a list of holidays of diverse groups for the month of September along with general practices and recommendations. If you have any feedback for improving the guide, please email **Marwan Mohammad, MD**.*

Rosh Hashanah (Jewish) is the start of the Jewish New Year and is the first day the Jewish calendar celebrates the new year in its seventh month (Tishrei) as a day of rest and celebration 10 days before Yom Kippur.

Date: September 6 – 8

General Practices: Rosh Hashanah begins at sundown on the first day and includes prayer in synagogue and festive meals.

Recommended Accommodations: This is a holiday with significant work restriction. Avoid scheduling important academic deadlines, events and activities on the first day. If planning an evening event, provide food accommodations with kosher restrictions.

Autumnal Equinox/Alban Elfed (Wiccan, Druid) is the day that marks the balance of day and night and is the second celebration of the harvest, often celebrated with a ritual of thanksgiving for the fruits of the earth. It is also referred to as Harvest Home, the Feast of the Ingathering, Mabon and Meán Fómhair.

Date: September 22

General Practices: 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.

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

Date: September 15 – 16

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

Recommended Accommodations: Avoid scheduling important academic deadlines, events or activities on this date and after a day of fasting.

Sukkot (Jewish) is a week long celebration, which begins at sundown of the prior day. The festival of Sukkot is one of the three pilgrimage festivals of the Jewish year.

Date: September 20 – 27

General Practices: Families in the United States commonly decorate a sukkah, a hut-like structure that commemorates what the Israelites lived in as they wandered the desert before reaching the Promised Land.

Recommended Accommodations: Avoid scheduling important academic deadlines, events or activities on the first two days. If planning an event, provide requested food accommodations.

Shemini Atzeret (Jewish) directly follows Sukkot and begins the evening of the 27th and ends the evening of the 29th. Also known as Atzeret, this is a fall festival that includes a memorial service for the dead and features prayers for rain in Israel.

Date: September 27 – 29

General Practices: Jews light a Yahrzeit memorial candle at sundown on Shemini Atzeret.

Recommended Accommodations: Avoid scheduling important academic deadlines, events or activities on this date. If planning an event, provide requested food accommodations.

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

Date: September 28 – 29

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 this date. Kosher restrictions apply.

Respect for Cultural and Personal Values

You have the right to expect understanding of your cultural values, beliefs and preferences, including respect for special religious, spiritual and cultural practices/services, as allowed by law. Our administration, faculty and staff must treat everyone with the same respect and consideration, regardless of their religious beliefs or non-beliefs. Understand that we are an equal opportunity employer and that we reserve the right to assign a competent caregiver with skills that match clinical needs. It is our policy that staff and their work environment be free from all forms of discrimination and harassment.



Diversity Council Holiday Calendar

October 2021

*In our continued role to raise awareness of our diverse patient population, the Diversity Council has compiled a list of holidays of diverse groups for the month of October along with general practices and recommendations. If you have any feedback for improving the guide, please email **Marwan Mohammad, MD**.*

Navratri (Hindu) is one of the greatest and most celebrated holidays for Hindus. In this festival, people worship the nine different forms of the goddess Durga, who symbolizes purity, power and the triumph of good over evil.

Date: October 7 – 14

General Practices: Because Durga is the mother goddess, Hindus try to visit their mothers and other relatives during this time. Some Hindus will pray and fast.

Respect for Cultural and Personal Values

You have the right to expect understanding of your cultural values, beliefs and preferences, including respect for special religious, spiritual and cultural practices/services, as allowed by law. Our administration, faculty and staff must treat everyone with the same respect and consideration, regardless of their religious beliefs or non-beliefs. Understand that we are an equal opportunity employer and that we reserve the right to assign a competent caregiver with skills that match clinical needs. It is our policy that staff and their work environment be free from all forms of discrimination and harassment.



Diversity Council Holiday Calendar

November 2021

*In our continued role to raise awareness of our diverse patient population, the Diversity Council has compiled a list of holidays of diverse groups for the month of November along with general practices and recommendations. If you have any feedback for improving the guide, please email **Marwan Mohammad, MD**.*

Día de los Muertos (Mexico), or Day of the Dead, is a Mexican holiday that is celebrated throughout Mexico, in particular the Central and South regions, and by people of Mexican heritage elsewhere. And while it falls on or around Halloween, it is very different in that people honor their lost loved ones through colorful and musical festivities.

Date: November 1 – 2

General Practices: People celebrating this holiday pray and remember dead friends and family, creating altars of offerings. Parties and parades are also held.

Recommended Accommodations: Mexican employees may request time off.

Diwali (Hindu, Buddhist, Sikh, Jain) is an extremely popular holiday for multiple religions throughout southern Asia. Diwali, also known as the Hindu “festival of lights,” extends over five days and celebrates the victory of good over evil.

Date: November 4

General Practices: 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.

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

Hanukkah/Chanukah (Jewish) is the Jewish festival of lights, which lasts for eight days. Hanukkah commemorates the Jewish struggle for religious freedom and their victory over a tyrant king and the rededication of the Temple in Jerusalem. The celebration commemorates a miracle in which a sacred temple flame burned for eight days on only one day’s worth of oil.

Date: November 28 – December 6

General Practices: Hanukkah begins at sundown on the first day. On each of the eight nights of Hanukkah, Jewish families light an additional candle of the menorah candelabrum until all candles are lit. Jews celebrate with food, song and gift exchanges for eight days.

Recommended Accommodations: Unlike some other Jewish holidays, there are no restrictions on doing work and academics during Hanukkah. Provide food accommodations and kosher restrictions as requested. Potato pancakes, doughnuts or other fried food is customary.

Hmong New Year (Hmong) is an important communal and social event, with celebrations that occur after the harvest season and often at the end of the 12th lunar calendar month. It is a time for Hmong people to wear elaborate outfits, prepare traditional foods, and sing or listen to festive music.

Date: November and December

General Practices: The celebration consists of giving thanks to and calling back ancestors and various spirits through a ritual to reunite with the household and bless the house. Pov pob, a ball-throwing game for teenage girls and boys, is the most social and recognized part of Hmong New Year celebrations.

Recommended Accommodations: Hmong employees may request time off.

Respect for Cultural and Personal Values

You have the right to expect understanding of your cultural values, beliefs and preferences, including respect for special religious, spiritual and cultural practices/services, as allowed by law. Our administration, faculty and staff must treat everyone with the same respect and consideration, regardless of their religious beliefs or non-beliefs. Understand that we are an equal opportunity employer and that we reserve the right to assign a competent caregiver with skills that match clinical needs. It is our policy that staff and their work environment be free from all forms of discrimination and harassment.



Diversity Council Holiday Calendar

December 2021

*In our continued role to raise awareness of our diverse patient population, the Diversity Council has compiled a list of holidays of diverse groups for the month of December along with general practices and recommendations. If you have any feedback for improving the guide, please email **Marwan Mohammad, MD**.*

Yule/Midwinter/Alban Arthan/Winter Solstice (Wiccan, Druid) has been celebrated in cultures around the world and represents the longest night of the year followed by the sun's "rebirth" and lengthening of days.

Date: December 21

General Practices: Burning the Yule log to renew faith, meditation and getting together with family and friends to celebrate new beginnings.

Christmas (Christian/Roman Catholic/Protestant) is an annual celebration commemorating the birth of Jesus of Nazareth, the Messiah who began the Christian faith. This is a holiday with significant work restriction.

Date: December 25

General Practices: Many celebrate this holiday by giving gifts, attending church services and gathering with family. The holiday often begins at sundown on December 24 and continues with all-day celebrations on December 25.

Recommended Accommodations: This is a national holiday in the United States, so special accommodations are likely not required. Many will request additional time off.

Respect for Cultural and Personal Values

You have the right to expect understanding of your cultural values, beliefs and preferences, including respect for special religious, spiritual and cultural practices/services, as allowed by law. Our administration, faculty and staff must treat everyone with the same respect and consideration, regardless of their religious beliefs or non-beliefs. Understand that we are an equal opportunity employer and that we reserve the right to assign a competent caregiver with skills that match clinical needs. It is our policy that staff and their work environment be free from all forms of discrimination and harassment.

