



Muslim Legal Society of Texas Ramadan and Eid Guide

Key Points for Legal Employers

Introduction

Ramadan is the Islamic holy month marked by fasting, spiritual reflection, and increased devotion. It lasts 29-30 days based on the lunar calendar.

Key Dates

- Ramadan 2026: Estimated February 18 – March 19 (to be confirmed)
- Eid al-Fitr: Estimated March 20 (to be confirmed)

Fasting Practices

- No food, drinks, smoking, or sexual relations daily from dawn to sunset
- Pre-dawn and post-sunset meals are consumed
- Accommodations needed for fatigue, hydration, rest, and flexible scheduling

Religious Accommodations

- Provide flexible scheduling around fasting hours and fatigue
- Allow time off requests for Eid (1-2 days)
- Offer clean spaces for prayers per policy

Fostering Inclusion

- Share educational resources to raise awareness within your firm
- Be mindful when requiring attendance at or hosting workplace meals and events in the middle of the day
- Avoid assumptions about fasting status (Certain groups are exempt from fasting, such as those with illness, pregnant or nursing women, and women on their menstrual cycle).

Health & Wellness

- Support mental health needs and nutrition guidance
- Ensure proper safety precautions for tasks requiring coordination

Visit MLS Texas for more resources at <https://mlstexas.org/> or contact salam@mlstexas.org

