



Eid-al-Adha and Hajj Guide

Key Points for Legal Employers

Introduction

Eid-al-Adha, the "Festival of Sacrifice," is one of the two major Islamic holidays, lasting three days. It commemorates Prophet Abraham's willingness to sacrifice his son Ismael in obedience to God, before God intervened. The holiday also marks the end of the Hajj pilgrimage to Mecca.

Key Dates

- Hajj 2024: Estimated June 14 - June 19 (8th to 12th or 13th of Dhul Hijjah).
- Eid al-Adha 2024: Estimated June 17 - June 20 (the evening of Sunday, June 16 to Thursday, June 20 based on the sighting of the moon)

Hajj Pilgrimage

- An annual pilgrimage to Mecca that physically and financially able Muslims must perform once in their lifetime.
- Pilgrims perform a series of ritual acts over several days, with the key rites including circling the Kaaba, praying on Mount Arafat, and symbolically stoning the devil.
- Those excused from Hajj include children, the very elderly, ill or financially unable.

Eid-al-Adha Practices

- Muslims attend morning prayers, followed by family gatherings and festive meals.
- It is a time for giving to charity and sharing meat from ritually sacrificed animals (Qurbani) with neighbors and the less fortunate.
- Many Muslims take up to 4 days off to celebrate with family.

Fasting During the First 9 Days of Dhul Hijjah

- Some Muslim employees may choose to fast during the first nine days of Dhul Hijjah (est. June 7-15, 2024), as these are considered highly virtuous days. Fasting is especially recommended on the Day of Arafah (9th Dhul Hijjah, est. June 15, 2024) for those not performing Hajj.

Religious Accommodations

- Anticipate time-off requests for Eid al-Adha (typically 3-4 days) and Hajj (1-3 weeks).
- Provide flexibility in scheduling where possible to allow for celebrating Eid or making Hajj arrangements, or observing fasting.
- Be mindful that exact dates may vary between Muslim communities.

Fostering Inclusion

- Share educational resources to build cultural awareness about Eid-al-Adha and Hajj.
- Acknowledge the holiday with greetings like "Eid Mubarak" (Blessed Eid).
- Avoid scheduling critical meetings or events during Eid-al-Adha, if possible.
- Recognize the deep spiritual significance of Eid and Hajj for Muslim colleagues.

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