



CAIR'S RAMADAN Toolkit 2026



Honoring Faith. Upholding Dignity.
Welcoming Ramadan



CAIR

Council on American-Islamic Relations



As the blessed month of Ramadan arrives, we extend our warmest wishes to you and your loved ones. Ramadan is a sacred season of mercy, reflection, and spiritual renewal. It is a time when hearts soften, intentions renew, and communities draw closer to one another through faith, service, and compassion.

Allah reminds us of the purpose of this month when He says:

“O you who believe, fasting has been prescribed for you as it was prescribed for those before you, so that you may attain God-consciousness (taqwa).”

(Qur'an 2:183)

Ramadan calls us to slow down, to reconnect with our Creator, and to recommit ourselves to justice, patience, generosity, and care for one another, especially in times of hardship and uncertainty. It is a month that strengthens our resolve, renews our hope, and reminds us that even the smallest acts of kindness carry immense weight.

At CAIR, we are honored to stand alongside Muslim communities across the nation as they observe this sacred month, whether at home, at work, in school, or in public life. May this Ramadan bring peace to our hearts, healing to our communities, and light to the path ahead.

May your fasts be accepted, your prayers answered, and your nights filled with tranquility and purpose.

Ramadan Mubarak from all of us at CAIR.



INTRODUCTION

Welcome to the **Ramadan Toolkit 2026**, presented by the Council on American-Islamic Relations (CAIR). As the blessed month of Ramadan approaches, CAIR remains committed to supporting Muslim employees, students, and families as they seek reasonable religious accommodations and work to ensure their religious practices are respected and honored.

Each year, Muslim communities across the United States navigate requests for time off, flexible schedules, prayer accommodations, and exam or work adjustments during Ramadan and Eid. At the same time, many communities engage local and state officials to publicly recognize Ramadan and Eid as part of our nation's rich religious diversity.

This 2026 toolkit brings together accommodation resources, advocacy tools, celebratory resolution templates, and **Know Your Rights** guidance in one comprehensive and practical guide. Our goal is to empower individuals with clarity, confidence, and credible resources to advocate for themselves and their communities.

We invite you to use, share, and adapt this toolkit to help create environments rooted in dignity, inclusion, and mutual respect, so that Ramadan and Eid are truly times of reflection, unity, and joy for all.

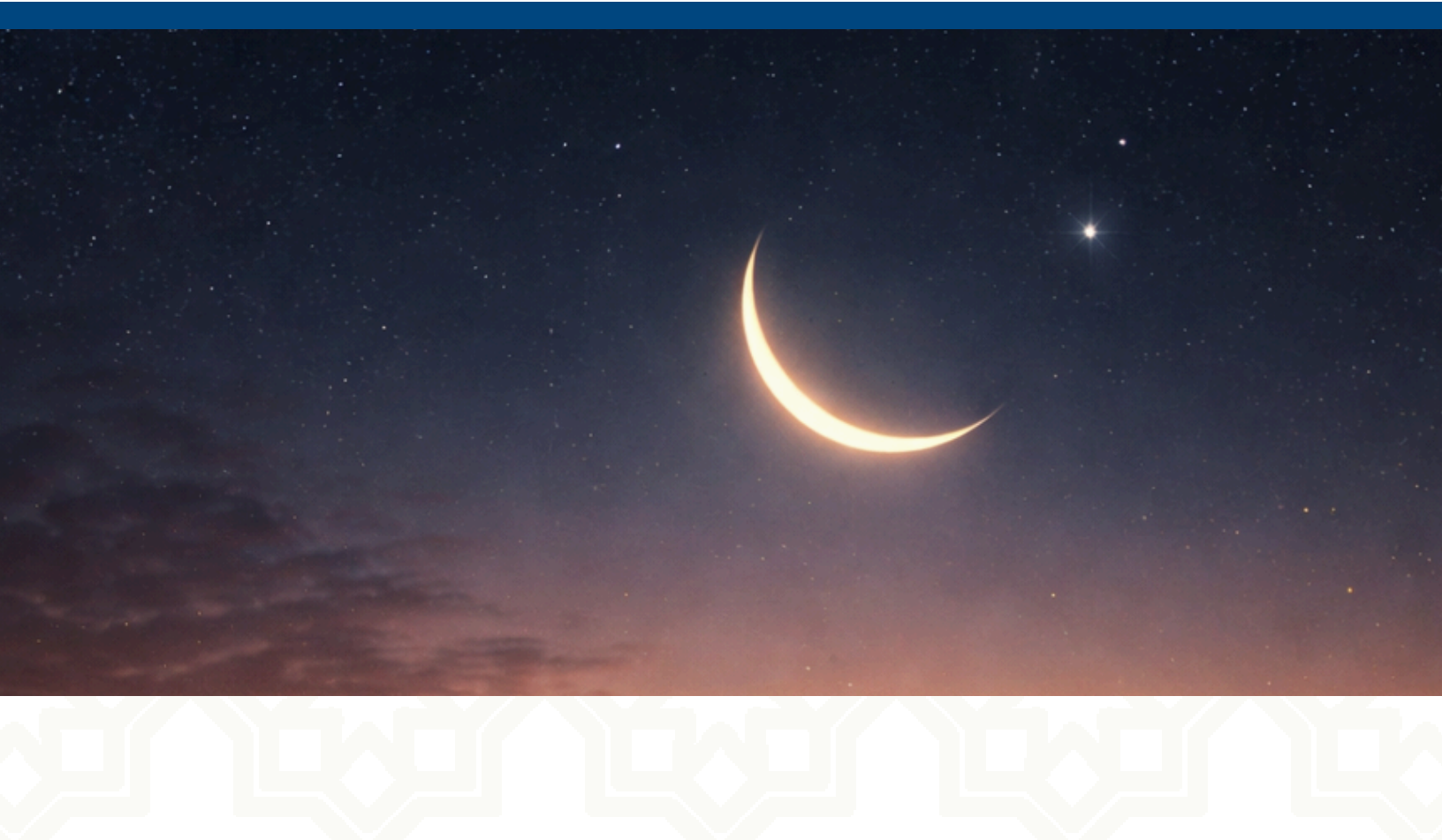


COMMENCEMENT OF RAMADAN (2026)

The beginning and end of Ramadan are determined by moon sightings, which can result in differences of opinion among Muslim communities. Nationally recognized Islamic organizations announce the official start and conclusion of Ramadan and Eid al-Fitr.

In 2026, Ramadan is anticipated to begin **around mid-February**, though exact dates may vary depending on moon sightings. Using the method of lunar calculation, this year's Ramadan is expected to begin on **Wednesday, February 18**, and will end on Thursday, March 19. Eid al-Fitr is anticipated to be celebrated on **Friday, March 20, 2026**. Please consult local mosques or trusted Islamic organizations for precise dates.

Ramadan is observed according to the Islamic lunar calendar and includes abstaining from food, drink, and marital relations from dawn (fajr) until sunset (maghrib). The month concludes with Eid al-Fitr, the celebratory festival marking the end of fasting. Eid prayers are typically followed by family gatherings, community events, and cultural celebrations, many of which are attended or acknowledged by public officials.



KNOW YOUR RIGHTS: RELIGIOUS ACCOMMODATIONS

Muslim employees and students are protected under federal and state civil rights laws that require reasonable religious accommodations.

In the Workplace

Under **Title VII of the Civil Rights Act of 1964**, employers are required to provide reasonable accommodations for sincerely held religious beliefs unless doing so would cause undue hardship to the employer.

Examples of reasonable accommodations during Ramadan may include:

- Flexible or modified work schedules
- Adjusted break times for prayer
- Permission to make up missed time
- Temporary adjustments to physically demanding tasks

Employers may not:

- Deny opportunities because of religious observance
- Retaliate against employees who request accommodations
- Require employees to choose between their job and their faith

In Schools and Universities

Public schools are required to accommodate students' religious practices under the First Amendment and federal civil rights laws.

Reasonable accommodations may include:

- Excused absences for Eid
- Rescheduling exams or assignments
- Access to prayer spaces
- Flexibility during fasting hours

Students cannot be penalized academically for observing Ramadan or Eid.

If you experience discrimination or denial of accommodations, CAIR encourages you to document the issue and seek assistance.

Know Your Rights: Religious Accommodations at Work and in School can be found [here](#).



TEMPLATE: EMPLOYEE RAMADAN ACCOMMODATION LETTER

For years, CAIR has collaborated with employers nationwide to ensure that Muslim employees are afforded reasonable religious accommodations, in accordance with both federal and state laws. This document serves as a vital tool for Muslim employees to effectively communicate their accommodation needs during the holy month of Ramadan. With a commitment to fostering inclusive workplaces, this letter empowers individuals to advocate for their rights and uphold their religious practices with dignity and respect.

An editable Word document can be found [HERE](#).

RE: Request for Religious Accommodations During Ramadan

Dear **[Employer Name/HR Department Name]**,

I am writing to formally request religious accommodations for the upcoming month of Ramadan, the holiest month in Islam. This year, Ramadan will begin at sunset on **[insert date]** and end at sunset on **[insert date]**. Ramadan is a time of spiritual growth, reflection, and community engagement. During this period, Muslims observe a daily fast from dawn to sunset, refraining from food and drink. Additionally, it is common for Muslims to increase their prayers and charitable activities during this time.

As part of my religious observance, I am required to perform five daily prayers, which take place at (1) dawn, (2) noon, (3) midafternoon, (4) sunset, and (5) evening. These prayers typically take no more than 5-10 minutes to complete, comparable to a standard restroom or coffee break. Given this, I kindly request accommodation for brief prayer breaks during the workday throughout Ramadan.

Additionally, at the conclusion of Ramadan, Muslims celebrate the Eid ul-Fitr holiday, which is expected to fall on **[insert date]**. As this holiday will likely occur on a weekday, I request to take that day off to observe this important religious occasion.

I sincerely appreciate your understanding and support in allowing me to observe Ramadan in accordance with my religious beliefs. These accommodations are reasonable and will not interfere with my work responsibilities. If you have any questions or require further information, please feel free to contact me at **[insert contact information]**.

Thank you for your time and consideration.
Sincerely,



TEMPLATE: STUDENT RAMADAN ACCOMMODATION LETTER

CAIR has long been committed to supporting Muslim students in accessing necessary religious accommodations within educational settings, in alignment with federal and state laws. This template letter is a valuable resource for students to effectively communicate their accommodation needs during the sacred month of Ramadan. As part of our ongoing efforts to promote equality and inclusivity in schools, CAIR has provided guides and toolkits to educators and administrators, offering insights into Islamic religious practices and facilitating the creation of equitable learning environments for all students. With this letter, students can confidently assert their rights and ensure their religious observances are respected and accommodated with sensitivity and understanding.

An editable Word document can be found [HERE](#).

RE: 20XX Ramadan and Eid Religious Accommodations Request

Dear **[PRINCIPAL/SUPERINTENDENT]**:

My name is **[NAME]**, and I am the parent of **[STUDENTS NAME]**, grade **[NUMBER]**, at **[SCHOOL NAME]**. My child is a Muslim, and I am writing this email/letter to request accommodations for them to observe our family's sincerely held religious beliefs during the month of Ramadan. I am also requesting an excused absence and make-up work on **[DATES DURING RAMADAN, LAYLATUL QADR, AND EID HOLIDAYS REQUESTED]**

Many school districts across the country work to ensure that Muslim students have access to religious accommodations, as required by federal and state law, during the month of Ramadan and the festival of Eid celebrations.

This year, our family will start the holy month of Ramadan on **[DATE(s)]**. The festival of Eid al-Fitr, marking the end of Ramadan, will begin on **[DATE(s)]**.

During Ramadan, my child may dry fast or abstain from any food and drink between dawn and sunset. While performing the five daily prayers is obligatory for Muslims throughout the year, doing so is especially relevant during Ramadan. These prayers typically take 5-10 minutes to complete and are equivalent to a restroom break. My child may observe their five daily prayer times during Ramadan. These prayers fall at (1) dawn, (2) noon, (3) midafternoon, (4) sunset, and (5) during the evening. Some of these prayers may fall during the school day.

My child may need:

1. to use the restroom before each prayer to make a ritual ablution,
2. a clean, quiet, space to prostrate on a prayer mat,
3. attend lunch period in a library or study hall,
4. **[LIST ADDITIONAL ACCOMMODATIONS SUCH AS EXCUSE FROM RECESS OR P.E.]**

For decades, courts have agreed that these accommodations are reasonable and do not pose an unreasonable burden. In previous instances, school administrators have accommodated students by enabling them to leave class to go to a private multipurpose room to conduct their daily prayers, along with allowing students to attend a study hall instead of a lunch period during Ramadan.

Please do not hesitate to contact me to discuss providing these accommodations while continuing to promote a safe and supportive school environment. Thank you very much for your time and consideration.

I look forward to hearing from you soon.
Sincerely,

TEMPLATE: RAMADAN & EID RESOLUTION LETTER

In the United States, the onset of Ramadan is often recognized by lawmakers in Congress, state legislatures, and cities nationwide through the introduction of resolutions honoring this sacred month. These resolutions, alongside welcoming statements, videos, and social media posts, serve to acknowledge and celebrate the significance of Ramadan within our diverse communities. CAIR is proud to offer this template letter as a resource for Muslim community members to engage with local and state officials, encouraging the introduction of resolutions that reflect the importance of Ramadan and promote inclusivity and understanding. By utilizing this letter, individuals can play a pivotal role in fostering an environment of respect and appreciation for religious diversity in their communities.

Template resolution marking the Islamic holy month of Ramadan and Eid al-Fitr, officially recognized holidays, can be found [HERE](#).

Template letter to Elected Officials can be found [HERE](#).



TOOLKIT ON PROMOTING MUSLIM CIVIC ENGAGEMENT IN LOCAL AND STATE GOVERNMENTS

This year CAIR published a new public [local and state measures and advocacy toolkit](#) designed for CAIR chapters, community leaders, students, parents, and advocates who are engaging with city councils, school boards, state legislatures, and governors' offices. It offers practical guidance on how to pursue resolutions, proclamations, and policies that recognize Ramadan and Eid, protect religious accommodations, and affirm the civil and human rights of Muslim communities.

The State and Local Toolkit includes:

- Guidance on engaging local and state elected officials
- Sample resolutions and proclamations recognizing Ramadan and Eid
- Policy models addressing religious accommodations in schools, workplaces, and public institutions
- Talking points and advocacy strategies for public meetings and hearings

Together with this Ramadan Toolkit, the State and Local Advocacy Toolkit equips communities with the tools needed to move from recognition to lasting structural inclusion, ensuring that respect for religious diversity is reflected not only in words, but in policy and practice. CAIR also encourages your community to learn from other communities that have had success in introducing resolutions, proclamations, and school calendars that recognize the month of Ramadan and Eid holidays. Below is a list of measures already adopted in other localities:



TOOLKIT ON PROMOTING MUSLIM CIVIC ENGAGEMENT IN LOCAL AND STATE GOVERNMENTS

Sample Reference Measures:

- Maryland: School Board: [CAIR Announcement](#) on Frederick County Public Schools (MD) Eid Holiday
- Maryland: Governor: [Proclamation commemorating the Holy Month of Ramadan](#)
- Michigan: State Legislature: [Michigan House Resolution No. 216](#)
- New York: City Council: [Resolution urging CUNY to incorporate Eid al-Fitr and Eid al-Adha](#) as school holidays
- New York: State Legislature: [Resolution observing and celebrating](#) March 22–April 21, 2023, as Ramadan in the State of New York
- North Carolina: Governor: [Proclamation of Ramadan](#) (Office of the Governor of North Carolina)
- Pennsylvania: State Legislature: [Resolution](#) observing June 15, 2018, as "Eid al-Fitr Day" in Pennsylvania
- Pennsylvania: School Board: Council Rock School District (PA) [Calendar - Approved](#)
- Pennsylvania: CAIR-Philadelphia: [Announcement](#) applauding 16 state school districts for adding Muslim holidays to their calendars.
- Maine: State Legislature: [Joint Resolution](#) recognizing the Muslim celebration of Ramadan
- Virginia: School Board: Fairfax County Public Schools (VA) [Calendar - Approved](#)
- Washington: State Legislature: [SSB 5106](#) - Act relating to celebrating Eid al-Fitr and Eid al-Adha

- **HONORABLE MENTION:** [Ohio Religious Expression Days Act \(2024\)](#): Requires every public school to adopt a policy that reasonably accommodates the sincerely held religious beliefs and practices of students.

SEE CAIR AND CAIR ACTION'S FULL TOOLKIT HERE:

[Toolkit on Promoting Muslim Civic Engagement in Local & State Governments](#)



CONCLUSION

May this Ramadan soften our hearts, strengthen our faith, and renew our commitment to justice, compassion, and service to one another. May it be a source of healing for our communities and a reminder that even in difficult times, Allah's mercy is always near.

Selected Du'ās for Ramadan:

Allahumma taqabbal minna siyamana wa qiyamana wa salih al-a'mal.

O Allah, accept from us our fasting, our prayers, and our good deeds.

Allahumma innaka 'afuwwun tuhibbul 'afwa fa'fu 'anna.

O Allah, You are Most Forgiving and You love to forgive, so forgive us.

Rabbana la tuzigh qulubana ba'da idh hadaytana wa hab lana min ladunka rahmah.

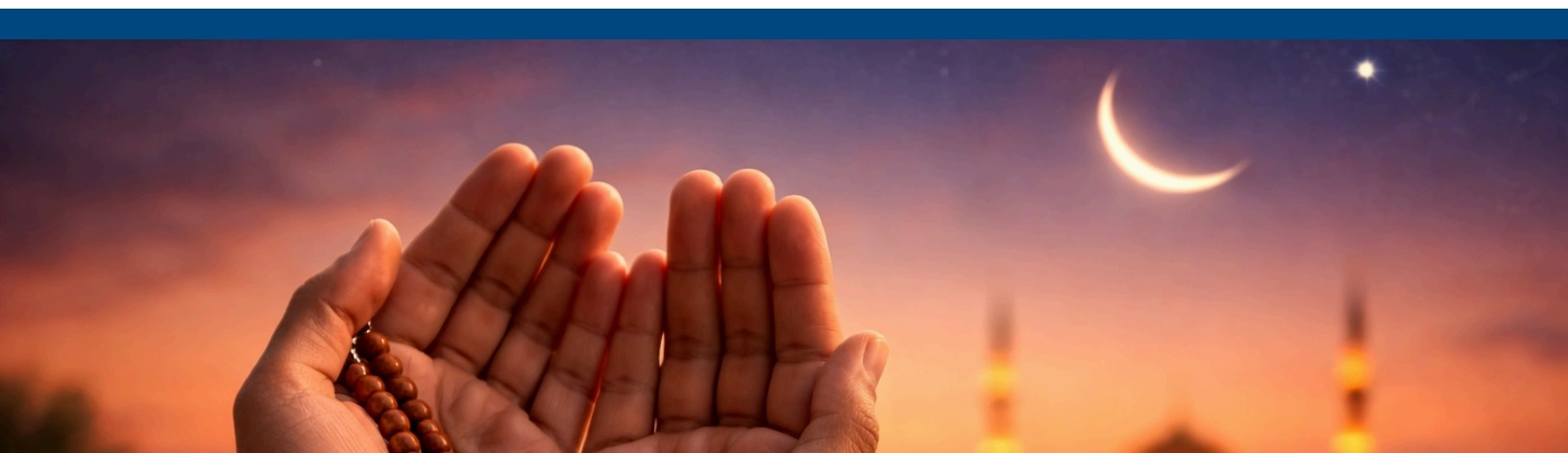
Our Lord, do not let our hearts deviate after You have guided us, and grant us mercy from Yourself. (Qur'an 3:8)

May Allah accept every sincere intention, reward every quiet act of kindness, and grant ease to those fasting while working, studying, parenting, and serving their communities. May our prayers be a source of light, our fasting a means of growth, and our actions a reflection of our faith.

From all of us at CAIR, we wish you a Ramadan filled with tranquility, strength, and hope.

-

Ramadan Mubarak



DONATE TODAY

**Donate now to support a
stronger future for American
Muslims and advance justice for
all!**

**CAIR's work is tax-deductible
and zakat eligible.**