In the name of God, Most Gracious, Most Merciful

Council on American-Islamic Relations
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Ramadan and Fasting 2025: Information for Educators & Employers

Not even water? It's normal to face questions from your schoolmates or colleagues during Ramadan. Review the information below developed by CAIR-Philadelphia to share with your schools/employers.

CAIR-Philadelphia offers quick workshops for schools/workplaces at no cost that can onboard them to be better prepared in their DEI efforts. Contact **Asiyah Jones (ajones@cair.com)** for educational settings or **Adam Attia (aattia@cair.com)** for workplace settings to get this training scheduled.

Ramadan is the ninth month of the Islamic lunar calendar, during which most Muslims observe religious fasting. Fasting includes refraining from eating, drinking, smoking, and intimate contact from dawn to sunset.

Ramadan is a period when Muslims increase their focus on personal restraint, proper conduct, and empathy with the less fortunate through giving to charity and engagement in local projects. Although Muslims are not required to fast until the age of puberty, many choose to participate at a younger age.

In 2025, Ramadan is expected to start on **Saturday, March 1**. Important note: individual students/employees may observe slightly different days for the beginning and end of Ramadan based on their local communities. We encourage flexibility in planning and implementation. You can wish a happy Ramadan by simply saying: "Ramadan Mubarak!"

Fasting begins at the first light of dawn and ends at sunset. Fasting time will get longer as Ramadan progresses. **Approximate** timings in 2025 in PA and DE are:

- Beginning of Ramadan: 5:19 AM until 5:53 PM
- End of Ramadan: 5:34 AM until 7:22 PM

The end of Ramadan is expected to fall on Saturday, March 29, and the Eid al-Fitr holiday, marking the end of the fast, will begin on or about **Sunday, March 30.** This is a festive day spent at the mosque and with family and friends. Schools and employers should be prepared for individuals requesting a day off around this time.

CAIR is America's largest Muslim civil liberties and advocacy organization. Its mission is to enhance the understanding of Islam, encourage dialogue, protect civil liberties, empower American Muslims, and build coalitions that promote justice and mutual understanding.

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Dietary Requirements

Muslims refrain from consuming alcohol, pork, and any pork by-products or derivatives. Some Muslims choose to adhere to "Halal" standards for meat and poultry slaughter and preparation. Schools should indicate, with a clear, age-appropriate marker, if a food item contains any of the following objectionable products or ingredients:

- Pork, including: pepperoni, sausage, hot dogs, or bacon.
- Animal shortening with lard.
- Gelatin, including: Jello and gummy bears/worms.
- Ingredients containing alcohol, such as vanilla extract and Dijon mustard.

Pork and pork by-products in lunches:

- Mark items with a red dot or a picture of a pig.
- Provide alternate lunch options, such as vegetarian meals and snacks.

- **Schools & employers should consider the demand for halal food and offer it alongside other options such as kosher and vegan.**

Educators and employers can show sensitivity by:

- Excusing students from strenuous physical activity.
- Allowing students to spend lunchtime somewhere others are not eating.
- Avoiding scheduling lunch meetings during Ramadan.

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