

Work Restricted Holy Days

Bellarmino University has worked to enhance its vacation and personal days policy to allow faculty and staff to fully participate in their religious traditions and personal wellness. Below is a listing of work-restricted holy days assembled from several calendars. Please note this is not an exhaustive list of all major holy days and there may be some variance due to different time zones and regions, however, it works to inform our decisions, practices, and processes.

Work restricted holy days are recognized denominational sacred holy days that are observed by persons or groups who are required – through a set or system of religious beliefs, laws/doctrines, tenets, canons, or theology – to restrict or limit work (physical or mental). This definition may include academic endeavors (e.g., examinations, classroom activities and research, or out-of-classroom learning experiences).

The U.S. Equal Employment Opportunity Commission ([EEOC](#)) prohibits [discrimination](#) based on religion and includes refusing accommodations for religious beliefs or practices unless the accommodation would impose an undue hardship, beyond a minimal burden of operation. [Examples of accommodations](#) include flexible scheduling, voluntary shift substitutions, reassignments, and/or modifications to policies and procedures.

Students need to provide written communication for accommodation to their professors, coaches, and site supervisors for the observation of religious holy day(s) during the first two weeks of the term to enable better planning and coordination of work assignments. The observation of work restricted holy days will not jeopardize students' academic standing in a course. Faculty are obliged to make accommodations unless it would cause undue hardship beyond a minimal burden of operation and thereby follow the policies and procedures relating to other excused absences.

As an institution, we strive to be mindful and intentional about academic, social, and food accommodations during these religious holy days by avoiding scheduling important academic deadlines, events, or activities and adhering to the specific dietary needs on these dates. We encourage our community to learn more about these [holy days](#) and considerations for [accommodations](#). For example, Jewish holy day restriction goes into effect approximately half an hour before sundown on the eve of the holiday. Some restricted activities include all forms of vehicular travel, writing, direct use of electrical devices, measurements, and any preparations for, or discussion of normal weekday activities or responsibilities. The use of phones, computers, email, etc. is prohibited on Sabbath and holidays and may only be overridden when it is a danger to human life.

You may also learn more about religious traditions from Bellarmine's [Theology and Religious Studies Department](#) and [Campus Ministry's](#) faith-based organizations.

2024-25 Date(s)	Holiday	Faith
June 11-13	Shavuot—or the Feast of Weeks	Judaism - work restricted
June 16-17	Eid al-Adha	Islamic – work restricted
July 8-9	Martyrdom of the Bab	Baha'I – work restricted
July 16-17	Ashura	Islamic – work restricted
August 15	Feast of Assumption	Roman Catholic
August 12-13	Tisha B'Av	Jewish – Work restricted
August 26	Krishna Janmashtami	Hindu- work restricted
September 7	Ganesh Chaturthi	Hindu – work restricted
September 8	Feast of the Nativity	Orthodox Christian
September 15-16.	Mawlid-al-Nabi	Islamic- work restricted
October 2-4	Rosh Hashanah	Judaism – work restricted
October 11-12	Yom Kippur	Judaism – work restricted
October 16-23	Sukkot	Judaism – work restricted
October 23-25	Shemini Atzeret	Jewish – work restricted
October 24-25	Simchat Torah	Jewish – work restricted
October 28- November 27	Kathin (Various dates from October 28 to November 27)	Theravada Buddhist
October 29- November 3	Diwali	Hinduism
November 1	Bandi Chhor Divas (Diwali)	Sikhism – work restricted
November 2	Birth of the Bab	Baha'I – work restricted
November 3	Birth of Bahauallah	Bahai'I – work restricted
November 15	Birth of Guru Nanak	Sikh – work restricted
November 24	Martyrdom of Guru Tegh Bahadur Sahib	Sikh – work restricted
December 26- January 2	Hanukkah	Judaism
December 21	Winter Solstice	Traditions across the world
December 24	Christmas Eve	Christian
December 25	Christmas Day	Christian
December 26- January 1	Kwanzaa	Cultural
January 1	Gantan-sai	Shinto – work restricted
January 6	Birthday of Guru Gobind Singh Sahib	Sikh – work restricted
January 7	Feast of Nativity (Christmas)	Orthodox Christian – work restricted
January 29	Chinese New Year	Buddhism – work restricted

February 26.	Maha Shivaratri	Hindu- work restricted
February 28-March 30	Ramadan	Islamic – work restricted
March 5	Ash Wednesday	Christian
March 13-14	Purim	Jewish
March 15	Shri Ramakrishna Jayanti	Hindu- work restricted
March 5-April 17	Lent	Christian
March 14	Holi	Hinduism/Sikhism/Buddhism/Jainism
March 20	Naw/Norooz	Baha'l – work restricted
March 29-30	Eid-al-Fitr	Islamic- work restricted
April 6	Rama Navami	Hindu- work restricted
April 12-20	Pesach/Passover	Judaism – work restricted
April 13	Palm Sunday	Christian
April 14	Vaisakhi/Baisakhi	Sikh – work restricted
April 18	Good/Holy Friday	Christian
April 20	Easter	Christian
April 20	Passover	Orthodox Christian
April 20-May 2	Ridvan	Baha'l – work restricted
April 23-24	Yom HaShoah	Judaism
May 12	Vesak (Buddha Day)	Buddhism- work restricted
May 22-23	Declaration of the Bab	Baha'l – work restricted
May 30	Martyrdom of Sri Guru Arjun Dev Ji	Sikh – work restricted
June 1-3	Shavuot	Judaism – work restricted
June 6	Eid al-Adha	Islam – work restricted
June 20	Summer Solstice	Traditions across the world