



WORKPLACE GUIDE TO JUDAISM



Quick Reference Placemat for Managers & HR • Government of Canada

Key Facts about Jewish Employees

400K (1 %) Jews in Canada	#1 Most targeted group for hate crimes	13 Holiday days annually	25 hrs Sabbath/Holidays duration
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Key Accommodations



Major Holidays (days observant Jews don't work)

Shabbat	Early Friday departure (varies by season)	<i>Rosh Hoshanah</i>	Sep/Oct 2 days
Holiday	Time off (vacation/other arrangements)	<i>Yom Kippur</i>	Sep/Oct 1 day
Kosher Food	Certified caterers for events	<i>Sukkot/SheminiAtzeret/SimchatTorah</i>	Sep/Oct 4 days
Prayer	Quiet space, flexible lunch	<i>Passover</i>	Mar/Apr 4 key days
Mourning	Up to 7 days off (immediate family)	<i>Shavuot</i>	May/June 2 days
Dress	Head Covering/Modest Dress		



Best Practices

- ✓ Plan major deadlines where feasible to avoid Fridays/holidays
- ✓ Allow flexible hours to make up time in accordance with collective agreements
- ✓ Include Jewish employees in DEI initiatives
- ✓ Put accommodation agreements in writing
- ✓ Ask respectfully about handshake preferences
- ✓ Treat each employee's needs case-by-case



Avoid These Mistakes

- ✗ Ignoring antisemitic comments or "jokes"
- ✗ Scheduling key events on major Jewish holidays
- ✗ Assuming all Jews have same observance level
- ✗ Making employees discuss Israel/Middle East
- ✗ Serving "kosher-style" or Halal food instead of certified Kosher food

REMEMBER: Accommodation is not about breaking the rules it is about flexibility.



Need Help? JPSN: jps.gc.fpj@gmail.com