

# RAMADAN GUIDE 2025

Brant Community Healthcare System

Ramadan, the ninth month of the Islamic calendar, holds profound significance as the period when the Prophet Muhammad first received divine revelation. It is a time of devout dedication to God. The Islamic calendar's lunar nature means Ramadan begins with the sighting of the new moon, resulting in shifting start and end dates. Muslims fast from sunrise to sunset during Ramadan, refraining from food, water, and other indulgences. The fast is broken at sunset with iftar, typically consisting of water and dates. Evenings are dedicated to taraweeh, a special congregational prayer at mosques lasting one to three hours.



## WHEN IS RAMADAN?

This year, Ramadan began on the evening of Friday, February 28, 2025, and is expected to end on Sunday, March 30, 2025, with Eid ul-Fitr marking its conclusion.

The Islamic calendar follows lunar phases, with months beginning at the first sighting of the new crescent moon after sunset. As a result, Ramadan typically lasts 29–30 days, depending on moon sightings.

## WHEN IS EID-UL-FITR?

In 2025, Eid-ul-Fitr is anticipated to fall around March 30th or March 31st, its timing fluctuating yearly due to moon sightings and geographical variations. It marks the conclusion of Ramadan and fasting, fostering unity and joy among Muslims worldwide.

Alongside Eid-ul-Fitr, Eid-ul-Adha holds particular significance in the Hajj pilgrimage, symbolizing sacrifice and Prophet Ibrahim's devotion.

Both Eids encompass unique meanings, rituals, and practices, enhancing the cultural and religious significance for Muslims globally.



## WHY DO MUSLIMS OBSERVE FASTING DURING RAMADAN?

Fasting transcends mere abstinence from food and drink; it serves as a spiritual purification. Ramadan entails introspection, cultivating patience and prayer, quieting the mind to nourish the soul.

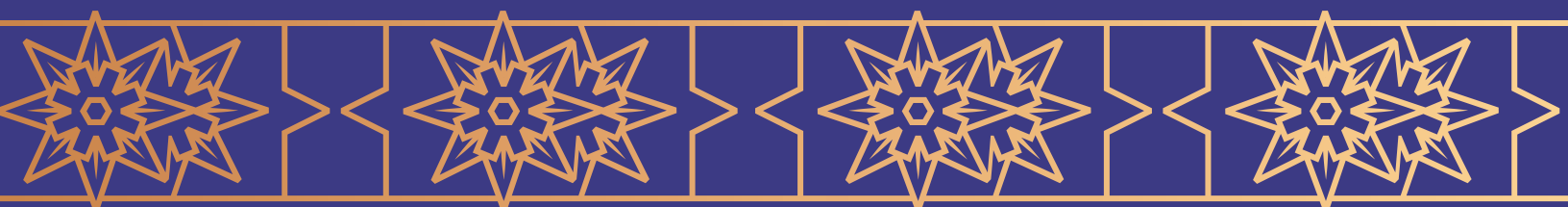
Millions of Muslims worldwide observe fasting during Ramadan, impacting their work routines. For some, Ramadan augments their spiritual practices, while others find it as an opportunity to deepen their faith. This individual journey warrants sensitivity from employers.



## RAMADAN GREETINGS

Greeting a Muslim colleague or patient for Ramadan can be done in a respectful and supportive manner. Here are a few ways you can greet them:

- 1** "Ramadan Mubarak": This phrase translates to "Blessed Ramadan" and is a common greeting during the month of Ramadan. It acknowledges the significance of the month and conveys good wishes.
- 2** "Wishing you a blessed Ramadan": This is a simple and respectful way to acknowledge Ramadan and extend good wishes to your colleague for the month ahead.
- 3** "May your Ramadan be filled with peace and joy": This greeting expresses your well-wishes for your colleague's spiritual journey during Ramadan and emphasizes the hope for peace and joy during this sacred time.
- 4** "I hope you have a meaningful Ramadan": This greeting shows your understanding and respect for the importance of Ramadan in your colleague's life and expresses your desire for them to have a fulfilling and meaningful experience during the month.



# SUPPORT DURING RAMADAN

## AT WORK



### UNDERSTANDING FASTING:

Educate all staff on fasting's challenges and its effect on behaviour and productivity, especially during long workdays.

### MEAL OPTIONS:

Consider setting aside meals in the workplace for fasting employees to ensure they have suitable food options.

Ensure the meals are halal or vegetarian, in accordance with Islamic dietary guidelines.

**SUPPORTING MUSLIMS DURING RAMADAN INVOLVES UNDERSTANDING AND ACCOMMODATING THEIR NEEDS. HERE'S HOW:**



### FLEXIBLE WORKING AND TIME OFF:

Offer flexible working options and time off during Ramadan, (where operationally possible) considering its impact on energy levels and worship commitments.

### RESPECTFUL SCHEDULING:

Avoid scheduling meetings or social events during fasting hours or after sunset meals.

### FLEXIBLE WORK ARRANGEMENTS AND REMOTE WORK CONSIDERATION:

Offer shift swaps, adjusted hours, flexitime, and remote work options (where operationally possible) to accommodate fasting employees, ensuring fairness for all and considering time differences and fasting routines for remote team members.



### OPEN COMMUNICATION:

Encourage discussions with employees to understand their individual needs and preferences.

### AWARENESS AND SENSITIVITY:

Recognize Ramadan's approach and its potential impact on colleagues. Respectfully inquire about fasting without pressure and educate the team about Ramadan and its significance, fostering a more inclusive workplace culture.



### BREAK TIME:

Allocate ample time for front-line workers to break their fast, pray, and eat properly.

### EVENING EVENTS:

Respect employees' commitments for prayers and family gatherings during Ramadan.

### EID CELEBRATIONS AND LAST 10 DAYS OF RAMADAN:

Recognize the significance of the last 10 days of Ramadan for Muslims. Be prepared for holiday requests for Eid, as the festival date varies, and accommodate time off and flexible scheduling requests for those observing.

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# SUPPORT DURING RAMADAN

## PATIENT CARE

Ramadan is a month-long period of spiritual, mental, and physical cleansing observed by Muslims worldwide. Muslims fast from sunrise to sunset during Ramadan. The predawn meal (Suhoor) is consumed before sunrise, and Iftar marks the breaking of the fast at sunset. Patients typically eat Suhoor as early as 4 am and break their fast with Iftar after sunset.

### IMPACTS OF FASTING ON HEALTH AND ADJUSTMENTS FOR HIGHER RISK PATIENTS, INCLUDING THOSE WITH DIABETES

- Long periods of fasting can lead to health concerns such as hypoglycemia, dehydration, urinary issues, headaches, and dizziness.
- Patients, especially those with diabetes, may require adjustments to medication timing or dosage due to the impact of fasting on health.
- Some risks faced by Muslims with diabetes fasting during Ramadan may include hypoglycemia, hyperglycemia, diabetic ketoacidosis, dehydration, thrombosis, hypotension, and falls.

### EXEMPTIONS FROM FASTING

- Certain individuals are exempt from fasting, including children who have not reached puberty, pregnant or breastfeeding women, menstruating women, and those with conditions that could worsen through fasting.
- Patients with diabetes, especially those using insulin or medication, may be exempt due to health risks associated with fasting.



## SUPPORTING PATIENTS

- Patients who cannot fast can compensate by offering charity or fasting at other times of the year when their health is better.
- Encourage patients, especially those with diabetes, to speak to their healthcare provider for guidance on managing their condition during Ramadan.
- Respect patients' cultural values and traditions during Ramadan, and support them in navigating the potential difficulties or risks of fasting.
- If unsure about a patient's fasting practices or diabetes management during Ramadan, engage in open communication to understand their needs and preferences.

**Reminder: BCHS is pleased to offer  
Halal meal options for patients.**



# Quick Facts

## Ramadan & Eid al-Fitr

### What is Ramadan?

- Ramadan is the ninth month of the Islamic calendar and a sacred time for Muslims.
- Muslims fast from Suhoor (pre-dawn meal) to Iftar (sunset meal), abstaining from food, drink, and intimate relations.
- It commemorates the revelation of the first verses of the Quran to the Prophet Muhammad.
- It is a time for spiritual reflection, growth, charity, and strengthening faith.
- Fasting during Ramadan is one of the **Five Pillars of Islam**.

### What is Eid al-Fitr?

- Eid al-Fitr means "Festival of Breaking the Fast."
- It marks the end of Ramadan and the start of Shawwal, the 10th month of the Islamic calendar.
- The celebration begins after the sighting of the new moon.
- It is one of the two major Islamic holidays, along with Eid al-Adha.

### How is Eid al-Fitr Celebrated?

- Muslims will often attend special Eid prayers.
- Zakat-ul-Fitr (or Fitrana) – a charitable donation – is given to support those in need before Eid prayers.
- Families and friends gather for festive meals, sweets, and gift exchanges.
- Children often receive gifts or money (or Eidi).

### Why Do Muslims Fast?

- Fasting promotes self-discipline, gratitude, and empathy for those in need.
- It is an act of worship and devotion to God.
- It encourages patience and fosters a sense of community, especially during Iftar gatherings.

### Common Ramadan Greeting:

"Ramadan Mubarak"  
(Blessed Ramadan)

### Common Eid Greeting:

"Eid Mubarak"  
(Blessed Eid)





# Resources

To learn more about Muslims and the medical space, please consider these resources:

## Government of Canada Combined Resources on Combatting Islamophobia

- [Resources on Combatting Islamophobia](#) - Government of Canada

## Research on Muslim and the Canadian Healthcare Setting

- Camargo, K., Mahamad, S., Moni, T., Punjani, I., Jamalifar, R., & Gravely, E. (2023). [Scoping review of research on islamophobia in healthcare settings](#).
- Khan, A. A. (2022). [Encountering Islamophobia in the medical profession](#). CMAJ, 194(23), E815-E816.
- Latif, R., Rodrigues, S., & Galley, A. (2020). [Muslim women's mental health: A community-based research project](#). Canadian Mental Health Association.

*Kindly note that BCHS is not advocating or endorsing any of the included information or the organizations listed. The resources mentioned in this document are optional for those interested in learning more.*