



P.O. Box 1171, New York, New York 10013 - www.muslimbarny.org

Officers:

August 21, 2009

President

Asim Rehman

TO: New York Legal Employer Diversity Managers

Vice-President

Asaad K. Siddiqi

FROM: Asim Rehman
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Muslim Bar Association of New York

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Ramadan Greetings!

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On behalf of the Muslim Bar Association of New York (MuBANY), I am happy to inform you that this weekend marks the start of Ramadan, a holy month that affects the lives of many of your Muslim colleagues at the bar. During this month, Muslim attorneys across the United States will be observing the fast, reflecting in prayer, and trying to do more to better our communities and families.

In the month of Ramadan, which this year will run from on or about August 22 to September 20, Muslims who observe the Ramadan fast from dawn to dusk and will abstain from eating and drinking, among other things. Typically, Muslim legal professionals will strive to perform their prayers at five prescribed times during the day and will break their fast and have something to eat at sunset. Such observances rarely take more than five to ten minutes but they can occur during business hours. That said, Muslims across America have been fulfilling their Ramadan obligations for years and rarely has it disrupted their professional responsibilities.

We believe that many law firms, corporate legal departments, government entities, judicial chambers and other organizations may not be aware of the religious observances followed by many Muslim lawyers during Ramadan. We are confident that if informed, legal employers would be more that willing to provide whatever minimal accommodations might be necessary to assist their Muslim colleagues. While each person's needs are unique, such accommodations are often as simple as briefly excusing a colleague from a meeting so that he or she may break their fast or offer prayers. In addition, the end of Ramadan is marked by the joyous holiday of Eid ul Fitr, and many Muslim lawyers may seek to take the day off to attend services and spend the day in celebration with family and friends.

In addition to sharing our warmest wishes with you, we are hoping that this letter can serve to inform employers about the needs of those lawyers and legal professionals observing Ramadan. We will likewise be asking Muslims lawyers nationwide to talk to their employers about Ramadan so that there is an open and informed channel of communication.

We respectfully ask that you distribute this letter to the appropriate offices and committees so that it might reach as many employers as possible. Similarly, we would appreciate any suggestions that you may have on how to effectively share this message with other legal employers.

Please feel free to contact me at president@muslimbarny.org if you have any questions. "Ramadan Mubarak!" (Happy Ramadan!).

Yours truly,

A handwritten signature in blue ink, appearing to read 'A. Rehman', with a stylized flourish at the end.

Asim Rehman, Esq.
President
Muslim Bar Association of New York