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Law Firm Legal Recruiting Departments

Ramadan and the 2009 Legal Recruiting Season

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On behalf of the Muslim Bar Association of New York (MuBANY), I am happy to inform you that this past weekend marked the start of Ramadan, a holy month that observed by many of your Muslim law student applicants. I am writing with respect to how this may affect the 2009 Legal Recruiting season and to request that you publicize this information to your legal recruiting members and colleagues.

During Ramadan, which this year will run until September 20, 2009, Muslim law students attorneys across the United States will be observing the fast, reflecting in prayer, and trying to do more to better our communities and families. There is a possibility that Muslim law students who participate in the On-Campus Interview and Call-Back process may be observing the prescribed fast, during which they will abstain from eating and drinking from dawn to dusk. Muslim law students who are fasting may also seek to perform their prayers at five prescribed times during the day and will break their fast at sunset. Muslims across America have been fulfilling their Ramadan obligations for years and rarely has it disrupted their professional and educational responsibilities.

Understanding that there are strict rules governing what may be discussed with a potential applicant regarding religion, we are sending you this information in case an applicant proactively informs you that he or she will be fasting during the recruiting activities. This may arise if interviewee declines to participate in a post-interview lunch because they are fasting. Because such lunches are often important opportunities for associates to meet law students in a more casual environment, an alternative option may be a casual walk around the firm or the local area. Similarly, if an on-campus dinner is scheduled at the time when the student may need to break their fast, there is a possibility that the student may need to leave the dinner early or arrive late.

Of course, this may not affect any of your applicants this year. We simply want to share some background information about Ramadan in case the situation does arise.

We hope that you will share this information with the legal employers and recruiting departments in your network. If you have any questions, please do not hesitate to contact me at president@muslimbarny.org. Ramadan Mubarak! (Happy Ramadan!).

Yours truly,

A handwritten signature in blue ink, appearing to read 'Asim Rehman'.

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