

OFFICE OF THE PRESIDENT AND PROVOST
(EQUALITY, DIVERSITY & INCLUSION)



UCL

DIVERSITY CALENDAR 2019 - 2020



SEPTEMBER 2019



SEPTEMBER 2019

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
					UN International Day of Peace	
23	24	25	26	27	28	29
Bi Visibility Day						
30						

- 2 Ganesh Chaturthi* (**Hindu**)
- 10 Muharram - New Year* (**Islam**)
- 29-7 Navratri** (**Hindu**)
- 29-1 Rosh Hashanah (begins sunset of Sunday, ends nightfall of Tuesday; work not permitted) (**Judaism**)

Navratri

Navratri, literally interpreted as 'nine nights' is the most celebrated Hindu festival devoted to Goddess Durga symbolizing purity and power or 'shakti'. Navratri festival combines ritualistic puja and fasting and is accompanied by resplendent celebrations for nine consecutive days and nights.

Find out more:

<https://en.wikipedia.org/wiki/Navaratri>

OCTOBER 2019

D Y S T E X I A
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OCTOBER 2019

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	1	2	3	4	5	6
7 Dyslexia Awareness Week	8 Ada Lovelace Day	9	10 World Mental Health Day	11 National Coming out Day	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31	October marks Black History Month		

- 2 Fast of Gedaliah (**Judaism**)
- 8 Dusherra** (**Hindu**)
- 8-9 Yom Kippur (work not permitted) (**Judaism**)
- 13-15 Sukkot (begins sunset of Sunday, ends nightfall of Tuesday; work not permitted) (**Judaism**)
- 20 Installation of Scriptures as Guru Granth (**Sikh**)
- 20-22 Shmini Atzeret* & Simchat Torah (work not permitted) (**Judaism**)
- 27 Diwali (**Hindu, Jain, Sikh**)
- 31 All Hallow's Eve (**Christian**)

Dyslexia Awareness Week

Dyslexia Awareness Week (DAW) is an annual event to raise awareness of dyslexia. Dyslexia Awareness Week is often supported by schools and businesses and it helps to bring media attention to the issues that dyslexic people face on a daily basis.

Find out more:

www.bdadyslexia.org.uk/support-us/awareness-events/dyslexia-awareness-week

NOVEMBER 2019



NOVEMBER 2019

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
				1	2	3
4	5	6	7	8	9	10 Interfaith Week, 10-17 Remembrance Sunday
12	13	14	15	16	17	18
19 International Men's Day	20 Transgender Day of Remembrance	21	22 UK Disability History Month begins	23	24	25
26	27	28	29	30		

- 1 All Saints Day (**Christian**)
- 2 All Souls' Day (**Christian**)
- 2 Chhath Puja (**Hindu**)
- 9 Milad un-Nabi* (**Muslim**)
- 12 Guru Nanak Dev Sahib Birthday (**Sikh**)
- 12 Kartik Purnima (**Hindu**)
- 30 St Andrew's Day (**Christian**)

Saint Andrew's Day

Saint Andrew's Day is the feast day of Saint Andrew. It is celebrated on 30 November - 3rd December. Saint Andrew's Day is Scotland's official national day. It is a national holiday in Romania. Saint Andrew is represented in the New Testament to be the disciple who introduced his brother, the Apostle Peter, to Jesus as the Messiah.

Find out more:

https://en.wikipedia.org/wiki/Saint_Andrew's_Day

DECEMBER 2019



DECEMBER 2019

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
						1
2 International Day for the Abolition of Slavery	3 International Day of Persons with Disabilities	4	5	6	7	8
9	10 International Human Rights Day	11	12	13	14	15
16	17	18	19	20	21	22
23	24 Christmas Eve	25 Christmas Day	26 Boxing Day	27	28	29
30	31 New Year's Eve					

- 8 Bodhi Day (**Buddhist**)
- 8 Geeta Jayanti (**Hindu**)
- 16 Dhanu Sankranti (**Hindu**)
- 22 Solstice (**Wicca/Pagan, Christian**)
- 22-29 Hanukkah* (**Judaism**)
- 28 Holy Innocents (**Christian**)

Hanukkah

Hanukkah is a Jewish festival commemorating the rededication of the Second Temple in Jerusalem at the time of the Maccabean Revolt against the Seleucid Empire. It is observed for eight nights and days, starting on the 25th day of Kislev according to the Hebrew calendar, which may occur at any time from late November to late December in the Gregorian calendar. The festival is observed by lighting the candles of a candelabrum with nine branches, called a menorah (or hanukkiah).

Find out more:

<https://en.wikipedia.org/wiki/Hanukkah>

JANUARY 2020



JANUARY 2020

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		1 New Year's Day	2	3	4 World Braille Day	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19 World Religion Day
20	21	22	23	24	25	26
27 Holocaust Memorial Day	28	29	30	31		

- 6 Epiphany (**Christian**)
- 7 Christmas Day (**Orthodox**)
- 10 Mahayana New Year ** (**Buddhist**)
- 13 Maghi (**Sikhism**)
- 25 Chinese New Year
- 30 Vasant Paanchami** (**Hinduism**)

Chinese New Year

Chinese New Year is the Chinese festival that celebrates the beginning of a new year on the traditional Chinese calendar. The festival is usually referred to as the Spring Festival in mainland China, and is one of several Lunar New Years in Asia. Observances traditionally take place from the evening preceding the first day of the year to the Lantern Festival, held on the 15th day of the year. The first day of Chinese New Year begins on the new moon that appears between 21 January and 20 February.

Find out more:

https://en.wikipedia.org/wiki/Chinese_New_Year

FEBRUARY 2020



FEBRUARY 2020

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
February marks LGBT History Month					1	2
3	4	5	6 International Day of Zero Tolerance to Female Genital Mutilation	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	

- 10 Tu B'Shvat (**Judaism**)
- 14 St Valentine's Day (**Christian**)
- 21 Maha Shivratri** (**Hinduism**)
- 25 Shrove Tuesday (**Christian**)
- 26 Ash Wednesday - Lent begins (**Christian**)

LGBT History Month

LGBT History Month is an annual month-long observance of lesbian, gay, bisexual and transgender history, and the history of the gay rights and related civil rights movements. It provides role models, builds community, and represents a civil rights statement about the contributions of the LGBT community. Currently, LGBT History Month is a month-long celebration that is specific to the United States, the United Kingdom and Canada. In the United Kingdom, it is observed during February, to coincide with a major celebration of the 2003 abolition of Section 28.

Find out more:

https://en.wikipedia.org/wiki/LGBT_History_Month

MARCH 2020



MARCH 2020

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
						1
2	3	4	5	6	7	8 International Women's Day
9	10	11	12	13	14	15
16	17 St Patrick's Day	18	19	20	21 International Day for the Elimination of Racial Discrimination	22
23	24	25	26	27	28	29
30	31 International Transgender Day of Visibility					

- 1 St David's Day (**Christian**)
- 9-10 Purim** (**Judaism**) (**begins at sunset, work not permitted**)
- 21 Hola Mohalla (**Sikh**)
- 22 Lailat al Miraj* (**Islam**)

International Transgender Day of Visibility
 Transgender Day of Visibility is an annual event celebrated around the world. The day is dedicated to celebrating the accomplishments and victories of transgender & gender non-conforming people while raising awareness of discrimination faced by trans people worldwide.

Find out more:
https://en.wikipedia.org/wiki/International_Transgender_Day_of_Visibility

APRIL 2020



APRIL 2020

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		1 World Autism Awareness Week	2 World Autism Awareness Day	3	4	5
6	7	8	9	10 Good Friday	11	12 Easter Sunday
13 Easter Monday	14	15	16	17	18	19
20	21	22	23	24	25	26 Lesbian Visibility Day
27	28	29	30			

8-16 Passover (**Judaism**) No work permitted on April 8 - 10 and April 14 - 16

14 Vaisakhi** (**Sikhism**)

23 St. George's Day (**Christian**)

24 Ramadan begins* (**Islam**)

Ramadan

Ramadan is the ninth month of the Islamic calendar, observed by Muslims worldwide as a month of fasting (sawm), prayer, reflection and community. A commemoration of Muhammad's first revelation, the annual observance of Ramadan is regarded as one of the Five Pillars of Islam and lasts twenty-nine to thirty days, from one sighting of the crescent moon to the next. Fasting from sunrise to sunset is fard (obligatory) for all adult Muslims who are not acutely or chronically ill, travelling, elderly, pregnant, breastfeeding, diabetic, or menstruating. The predawn meal is referred to as suhoor, and the nightly feast that breaks the fast is called iftar.

Find out more:

<https://en.wikipedia.org/wiki/Ramadan>

MAY 2020



MAY 2020

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
				1	2	3 International Family Equality Day
4	5	6	7	8 May Day Bank Holiday	9	10
11	12	13	14	15	16	17 International Day Against Homophobia
18 Mental Health Awareness Week, 18-24	19	20	21	22	23	24
25 May Spring Bank Holiday	26	27	28	29	30	

11-12 Lag B'Omer (**Judaism**)

19 Laylat al Kadr* (**Islam**)

24 Eid al Fitr* (**Islam**)

28-30 Shavuot (**Judaism**) (**work not permitted**)

Mental Health Awareness Week

Mental Health Awareness Week is the UK's national week to raise awareness of mental health and mental health problems and inspire action to promote the message of good mental health for all.

Mental Health Awareness Week has been run by the Mental Health Foundation since 2001.

Find out more:

www.mentalhealth.org.uk/campaigns/mental-health-awareness-week/faqs

JUNE 2020



JUNE 2020

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1	2	3	4	5	6	7
8 Carer's Week (8-14)	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23 International Women in Engineering Day	24	25	26	27	28
29	30					

16 Guru Arjan martyrdom (**Sikhism**)

20 Summer Solstice (**Wicca/Pagan**)

Summer Solstice

The summer solstice, also known as midsummer, occurs when one of the Earth's poles has its maximum tilt toward the Sun. It is when the Sun reaches its highest position in the sky and is the day with the longest period of daylight. Since prehistory, the summer solstice has been seen as a significant time of year in many cultures, and has been marked by festivals and rituals.

Find out more:

https://en.wikipedia.org/wiki/Summer_solstice

JULY 2020



JULY 2020

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

- 5 Asalha Puja / Dharma Day** (**Buddhist**)
- 13-15 Obon ** (**Buddhist**)
- 25 St James the Great Day (**Christian**)
- 29 Waqf al Arafa - Hajj Day* (**Islam**)
- 30-31 Eid-ul-Adha* (**Islam**)

Obon

Obon is a Japanese Buddhist custom to honor the spirits of one's ancestors. This Buddhist-Confucian custom has evolved into a family reunion holiday during which people return to ancestral family places and visit and clean their ancestors' graves, and when the spirits of ancestors are supposed to revisit the household altars. It has been celebrated in Japan for more than 500 years and traditionally includes a dance, known as Bon Odori. .

Find out more:

https://en.wikipedia.org/wiki/Bon_Festival

AUGUST 2020



AUGUST 2020

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31 Late Summer Bank Holiday						

- 3 Raksha Bandhan** (Hinduism)
- 5 The 15th of Av (Judaism) (work permitted)
- 12 Krishna Janmashtami** (Hindu)

Raksha Bandhan

Raksha Bandhan is a popular, traditionally Hindu, annual rite, or ceremony, which is central to a festival of the same name, celebrated in India, some other parts of South Asia, and among people around the world influenced by Hindu culture. On this day, sisters of all ages tie a talisman, or amulet, called the rakhi, around the wrists of their brothers, symbolically protecting them, receiving a gift in return, and traditionally investing the brothers with a share of the responsibility of their potential care.

Find out more:

https://en.wikipedia.org/wiki/Raksha_Bandhan

Image above: A sister's hands placing a rakhi bracelet around brother's wrist

At UCL it has been agreed that student requests to be absent due to religious commitments should be dealt with sympathetically by departments. Students should not be registered as 'absent without good cause' if they are absent due to religious commitments, provided this has been discussed and agreed with their tutor.

Staff wishing to observe religious festivals and holy days should negotiate with their managers in advance. Managers in turn are encouraged to consider sympathetically requests for annual leave or flexible work schedules from staff wishing to participate in religious festivals and to be prepared to make reasonable adjustments to working arrangements as long as they don't cause undue disruption. Each academic year, a calendar of the main religious holidays is available so these can be taken into account by departments with reference to drafting teaching timetables, coursework deadlines and field trips etc.

Please note that the effect of these festivals will vary from person to person, and they will not necessarily impact on staff or students time whilst at university (for example they are celebrated in the evening or at weekends).

The above dates are not intended to be a prescriptive list. Staff, students, parents or members of the public are welcome to contact the EDI Team (equalities@ucl.ac.uk) to suggest other noteworthy dates.

* **Holy days usually begin at sundown the day before this date.**

** **Local or regional customs may use a variation of this date.**

Useful Links:

Religion & Belief: guidance for UCL managers

www.ucl.ac.uk/hr/equalities/belief/religion_belief_guidance_for_managers.pdf

Religion & Belief Equality Policy for Students

www.ucl.ac.uk/academic-manual/part-5/religion-belief-equality

Supporting Muslim staff during Ramadan

www.ucl.ac.uk/hr/equalities/belief/ramadan.php

Interfaith Calendar

www.interfaith-calendar.org/

Jewish holidays and festivals

www.chabad.org/holidays/default_cdo/jewish/holidays.htm

Calendar Labs

<https://www.calendarlabs.com/holidays/religious/>

Thank you to Out@UCL for the use of some of their images.