

**RESOLUTION NO. \_\_\_\_\_**

**BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA**

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**RESOLUTION PROMOTING INCLUSION AND ACCOMMODATION OF RELIGIOUS BELIEFS, OBSERVANCES AND PRACTICES OF COUNTY OF SAN MATEO'S DIVERSE WORKFORCE**

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**RESOLVED**, by the Board of Supervisors of the County of San Mateo, State of California, that:

**WHEREAS**, San Mateo County is home to a diverse population who observe a number of religions and participate in a rich variety of religious traditions and practices. Such religions include but are not limited to the Baha'i faith, Buddhism, Christianity, Hinduism, Islam, Judaism, and Sikhism, as well as other sincerely held religious beliefs that are not part of a formal religion; and

**WHEREAS**, our diverse population celebrates and observes numerous religious practices and days of worship, including but not limited to: Christmas Day, Easter, Good Friday, Rosh Hashanah, Yom Kippur, Sukkot, Shemini Atzeret, Simchat Torah, Shavu'ot and Passover, Jewish Sabbath, Ramadan, Eid al-Fitr, Eid al-Adha, Diwali, Holi, Vaisakhi, Bandi Chhor Divas, Maghi, Magha Puja Day, Buddhist New Year, Ayyám-i-Há, Baha'i New Year, and the Festival of Ridván; and

**WHEREAS**, under state and federal law, most California employers re obligated to reasonably accommodate employees' sincerely held religious beliefs, observances, or practices, unless doing so would impose an undue burden on the employer; and

**WHEREAS**, most California employers who receive an employee's request for a religious accommodation must engage in a good-faith interactive process to explore

available reasonable religious accommodations that would not create an undue hardship for the employer; and

**WHEREAS**, providing reasonable religious accommodations to allow employees to engage in religious practices, including by allowing work schedule flexibility (including, for example, time-off, modified schedules, or remote work options, where possible) to enable employees to attend services for religious holidays or observances, prioritizes employee well-being and fosters a more inclusive workplace.

**NOW, THEREFORE, IT IS HEREBY DETERMINED AND ORDERED** that the Board of Supervisors of San Mateo County encourages all employers in the County of San Mateo to reasonably accommodate employees' religious observances and practices, when such practices would not impose an undue hardship on them.

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