



County of San Mateo

Inter-Departmental Correspondence

Department: BOARD OF SUPERVISORS
DISTRICT 5
File #: 23-957

Board Meeting Date: 12/5/2023

Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors
From: Supervisor David J. Canepa, District 5
Subject: Resolution for Religious Holidays

RECOMMENDATION:

Adopt a resolution promoting inclusion and accommodation of religious beliefs, observances and practices of County of San Mateo's diverse workforce.

BACKGROUND:

San Mateo County is a vibrant and culturally diverse community, representing a wide range of religious beliefs, traditions, and practices. The County's residents follow various religions, including but not limited to the Baha'i faith, Buddhism, Christianity, Hinduism, Islam, Judaism, Sikhism, and other sincerely held religious beliefs that may not be affiliated with a formal religion. These diverse religious communities observe numerous practices and days of worship, making it essential to recognize and accommodate their religious needs.

State and federal laws require most California employers to reasonably accommodate employees' sincerely held religious beliefs, observances, or practices unless doing so would impose an undue burden on the employer. Employers must engage in a good-faith interactive process to explore available reasonable religious accommodations when an employee requests such an accommodation.

Providing reasonable religious accommodations, including flexibility in work schedules (such as time-off, modified schedules, or remote work options, where feasible), to allow employees to observe religious holidays and practices contributes to employee well-being and fosters a more inclusive and supportive workplace.

DISCUSSION:

This resolution promotes inclusion and the accommodation of religious beliefs, observances, and practices in the County's workforce, aligning with our commitment to diversity, equity, and inclusion, ensuring that all employees can practice their sincerely held religious beliefs without facing undue hardship. The County not only reaffirms respect for the religious diversity of our community but also signifies the dedication to creating an inclusive, welcoming, and accommodating work environment

for all employees.

The resolution also encourages all employers in the County of San Mateo to reasonably accommodate their employees' religious observances and practices when such accommodations do not create an undue hardship. By adopting this resolution, the County acknowledges the importance of fostering an inclusive workplace that respects and accommodates the religious beliefs and practices of its employees. It underscores the County's commitment to supporting the diverse religious needs of its workforce and residents.

FISCAL IMPACT:

None.