Naw-Rúz is the first day of the Iranian New Year and Naw-Rúz is the first day of the Bahá’í year. Naw-Rúz is observed as the Persian New Year, and it is their largest observance. Naw-Rúz has been celebrated by diverse ethno-linguistic Iranian people for thousands of years. It is a holy day for Zoroastrians, Muslims, Jews and Bahá’ís in Iran. Naw-Rúz is calculated according to the vernal equinox that is on or near March 21. Naw-Rúz is calculated according to the vernal equinox that is on or near March 21. Naw-Rúz is one of nine holy days for Bahá’í followers.

TYPICAL OBSERVANCES
• Those in observance do not attend work or school.
• Naw-Rúz may include fasting, so a large meal is often part of the celebration.
• There may be prayers or readings from the Bahá’í sacred texts.

TIPS FOR SUPPORTING THE VANDERBILT COMMUNITY
• Inquire about special foods that might be shared with the team.
• Support employees who may have been fasting for the previous month. Do not encourage staff members to break a religious fast.
• Be aware of fasting and the festival of Naw-Rúz or Nowruz when planning unit-based events.
• While students are not automatically excused from class for this observance, they may work with their faculty members to make accommodations, such as considerations for students who may be fasting. Graduate and professional students must refer to their own school and departmental vacation policies and calendars for more specific information.
• Staff members may request paid time off for this observance. Support their preference to take leave for their religious observance.

RESOURCES FOR MANAGING WELL-BEING AND MENTAL HEALTH
People feel many types of emotions during the holidays—joy, peace, stress and depression, to name a few. Whatever you feel, know you are not alone, and Vanderbilt has resources to help you through these challenges.

Faculty, Staff and Postdocs
Work/Life Connections-EAP
(615) 936-1327
vumc.org/health-wellness/work-life

Students
Office of Student Care Coordination
(615) 343-9355
vanderbilt.edu/carecoordination

This resource is part of a toolkit created by Equity, Diversity and Inclusion to highlight religious and cultural observances that members of our community may practice. This toolkit is not meant to be exhaustive, but instead to provide a general overview of how we can support staff, faculty and students. We continually refine this information and welcome your suggestions.

For more information, please contact Equity, Diversity and Inclusion at edi@vanderbilt.edu. For more information on the university’s policy on religious holy days and observances, contact the Office of the University Chaplain & Religious Life, at religiouslife@vanderbilt.edu or Human Resources at human.resources@vanderbilt.edu.