



The JLens Workplace Guide

Practices that Support
Jewish Employees at Work

INTRODUCTION

Jewish employees across industries have increasingly reported experiences of [antisemitism and hostility in the workplace](#), mirroring the trend throughout society. For many, the workplace has become a source of stress and isolation at a time when communal support is more important than ever.

JLens outlines seven key workplace accommodations and practices, drawn from real company examples, to help employees, HR professionals and executives support Jewish colleagues. Each section includes the rationale behind the practice, actionable tips for getting started and a company spotlight. Whether you are an employee looking to advocate for change or a manager seeking to strengthen your company's commitment to its people, this guide offers a clear starting point.



1. LAUNCH A JEWISH EMPLOYEE RESOURCE GROUP (ERG)

Why

Since October 7, 2023, many Jewish employees have experienced increased hostility and [antisemitism at work](#), heightening the need for formal support structures inside companies. Jewish ERGs or affinity groups can help employees express their Jewish identity in the workplace, advocate for Jewish needs, and build connection and belonging. Additionally, publicly available information about or from Jewish ERGs may help prospective employees decide whether a company would be a good fit for them.

Tips on Getting Started

- Gather fellow Jewish colleagues and interested non-Jewish colleagues to build a founding group.
- Secure support from HR or a senior executive sponsor who can champion the group within your company.
- Define a clear mission that reflects the richness of Jewish identity, including cultural, religious and community dimensions. Also define the goals of the ERG, such as professional development, community building, networking, learning, or advocacy.
- Plug into broader Jewish ERG networks, such as [JewishERGs](#) and [Jewish@Work](#).

Company Spotlight

[KKR's Jewish Heritage Network, Kulanu](#) (meaning "all of us"), was founded in 2023 to bring together employees of Jewish heritage and other interested employees to foster a strong sense of community within KKR. Kulanu has helped commemorate Jewish Heritage Month, which included hosting events to recognize Jewish culture and history, holding a KKR Conversation with company leaders and leading an initiative to offer KKR Parents a curated selection of children's books that celebrate Jewish heritage.



2. SHARE A HOLIDAY CALENDAR

Why

Sharing an internal calendar of religious holidays helps prevent key meetings, deadlines or events from being scheduled on Jewish and other religious holidays, which can otherwise exclude employees from full participation in workplace life. For example, company parties held during fast periods like Ramadan or memorial days like Holocaust Remembrance Day may seem insensitive and exclusionary to employee groups. This practical workplace accommodation can help proactively schedule company events on appropriate days, rather than placing the burden on individuals to repeatedly request changes to events or meetings, or to miss the occasion altogether. When employees see their traditions acknowledged in everyday company practices, it can strengthen morale and workplace culture.

Tips on Getting Started

- Engage your company's HR team on the importance of this simple workplace practice.
- With the help of religious and cultural ERGs, gather a list of holidays and observances that may be relevant to include on the company holiday calendar.

Company Spotlight

To help event planners and managers navigate religious holidays, Alphabet has created an inclusive scheduling guide. This guide contains tips and best practices for scheduling events, as well as a list of work-restricted days of significance created by Alphabet's [Inter Belief Network Employee Resource Group](#).



3. INCLUDE ANTISEMITISM ISSUES IN ANTI-DISCRIMINATION TRAININGS

Why

Many anti-discrimination and workplace trainings do not include material on antisemitism. In the post-October 7 environment, this gap can contribute to hostile workplaces, particularly when those responsible for investigating and stopping workplace hate lack understanding of why certain rhetoric can be antisemitic. Companies can create a more respectful and informed workplace by incorporating antisemitism education into workplace training.

Tips on Getting Started

- Share resources with HR on externally curated curricula for corporate antisemitism training, such as those available from the [ADL](#), [AJC](#), the [Brandeis Center](#), and [Project Shema](#).
- Place plug-and-play antisemitism training modules on your internal HR platforms for easy employee access, such as ADL's [Antisemitism 101 for the Workplace](#) or LinkedIn Learning's [Understanding and Supporting Jewish Colleagues at Work](#).
- Reach out to organizations focused on combating antisemitism, such as ADL, to arrange specialized trainings for executives and managers.
- Encourage corporate leaders to have courageous and open conversations with employees about antisemitism in and beyond the workplace.

Company Spotlight

Following the October 7, 2023, Hamas attacks against Israel, S&P Global's CEO Doug Peterson penned [a statement](#) condemning antisemitism and reiterating that hate has no place at the company. S&P Global announced concrete steps to combat antisemitism: 1) developing mandatory anti-hate training for all colleagues, 2) continuing the company's Courageous Conversation series by bringing in outside speakers, and 3) organizing workshop sessions to build awareness of the history and far-reaching impact of antisemitism.



4. OFFER FLOATING HOLIDAYS ALONGSIDE OTHER FORMS OF PAID TIME OFF FOR RELIGIOUS OBSERVANCE

Why

Floating holidays provide employees with designated time off for religious observance that is not counted against vacation time. A strong workplace practice is to offer 1-2 floating holidays that can be used alongside other forms of paid time off. When these policies are clearly communicated and applied consistently, they reduce the burden on employees to negotiate accommodations individually. Additionally, they help build a workplace culture that recognizes and celebrates the breadth of heritage, culture, and religious practice across the employee base.

Tips on Getting Started

- Speak to HR about adding floating holidays to the company's benefits.
- Use the JLens Workplace Tracker to find examples of companies that have instituted floating holidays and share them with HR to make the case for change.

Company Spotlight

[Citigroup](#) offers a floating holiday, called Heritage Day, which colleagues can take at any time to honor a day of personal significance.

[Lam Research](#) offers a "Personal Observance Day," which "can be one that is significant to your heritage, honors someone who's had an impact on your life, or gives you more time to celebrate a birthday, anniversary, or other family occasion."



5. DOCUMENT YOUR RELIGIOUS ACCOMMODATIONS POLICIES

Why

Recent federal guidance on protecting religious expression, as well as the unanimous Supreme Court decision in *Groff v. DeJoy* (2023), reinforces employers' legal obligation under Title VII of the Civil Rights Act of 1964 to provide meaningful religious accommodations. This includes observance of the Sabbath and holidays, religious attire, and dietary needs, unless doing so imposes an undue hardship.

Documenting and sharing religious accommodation policies can make accommodations clear and consistent across managers, rather than placing the burden on individual employees to negotiate case-by-case arrangements, ensuring employees are not forced to choose between faith obligations and full workplace participation.

Tips on Getting Started

- Encourage HR to publish their religious accommodations policy in an accessible location, such as a company intranet, and to remind employees of these policies on an annual basis.
- Include a review of religious accommodations policies during new employee training.
- Work with HR to address more routine accommodation needs, such as 1) how to take an accommodation for a weekly Sabbath, or 2) religious dress allowance in the company's dress code or employee handbook.
- When planning a company event or meeting, ask employees about religious dietary needs in the event registration form, offering options such as kosher, halal and vegetarian.

Company Spotlight

[Thermo Fisher's](#) Human Rights and Equal Opportunity Policy states: *"Thermo Fisher will endeavor to make a reasonable accommodation for an employee's religious beliefs. If any employee believes he or she needs a religious accommodation to perform his or her job duties, please contact Human Resources."*



6. OFFER DEDICATED PRAYER ROOMS

Why

Dedicated prayer or reflection spaces are a visible, practical accommodation that signals respect for religious practice and helps employees of many faiths meet religious needs during the workday. Offering a designated space for prayer spares employees from having to find an appropriate location on their own.

Tips on Getting Started

- Advocate with HR for a designated space that can be used for prayer, meditation, or quiet reflection.
- Work with your office manager to make the space respectful of employee beliefs and needs (e.g., provide a sign to show the room is in use).
- For company locations where a dedicated room is not feasible, encourage HR to identify alternative quiet spaces that can serve the same purpose.

Company Spotlight

[Salesforce](#) provides a Dreamforce Multifaith Meditation and Prayer room, in which attendees are greeted with a welcome sign outlining how to use the space.



7. PROHIBIT ANTISEMITISM IN YOUR CODE OF CONDUCT

Why

Clear conduct policies and reporting mechanisms help set behavioral expectations and support a more respectful workplace. Companies that implement a zero-tolerance policy for antisemitic behavior, including in their code of conduct, reduce ambiguity about what is prohibited and how violations are handled. Making these policies explicit and accessible is one of the most direct steps a company can take to prevent workplace antisemitism.

Tips on Getting Started

- Advocate for antisemitism to be explicitly named in your company's anti-discrimination policy and code of conduct .
- Encourage HR to clearly articulate its reporting mechanism for antisemitic incidents, with explicit protections against retaliation for those who come forward.

Company Spotlight

Bank of America's [Code of Conduct](#) states: *"We do not tolerate hatred or bigotry directed toward people, in word or action, including, but not limited to, antisemitism, homophobia, Islamophobia, racism, sexism, xenophobia or discrimination based on one's race, nationality, ethnicity, religion, sex, gender, gender identity, sexual orientation, age, disability, veteran status, or political viewpoint or affiliation."*

Furthermore, Bank of America specifies the application of this policy.

"This policy applies:

- In the workplace, which includes at events or meetings sponsored by the company, or anytime you are engaged in business on behalf of the company.*
- At other outside functions (e.g., social outings with teammates or recognition events) if behavior impacts the workplace, the Bank or the Bank's reputation.*
- On social media and all other online or electronic communications, whether personal or professional, if the activity impacts the workplace, the Bank or the Bank's reputation."*



ABOUT JLENS

Founded in 2012, JLens is a 501(c)(3) nonprofit and Registered Investment Advisor that empowers investors to align their capital with Jewish values and advocates for Jewish communal priorities in the corporate arena. The JLens Jewish Investor Network brings together over 40 Jewish institutions holding \$15 billion in communal assets. JLens serves as sub-adviser to the JLens 500 Jewish Advocacy U.S. ETF (NYSE: TOV) and has data licensing agreements with select advisers for use in separately managed accounts (SMAs). Over \$450 million is invested across the ETF and SMAs (as of 6/30/2026). In 2022, JLens established an affiliation with ADL (the Anti-Defamation League), the leading anti-hate organization in the world.

More at www.jlensnetwork.org.