



Holiday Decorations in the Workplace

The following represents the best practices guidelines with respect to office decorations in the workplace, which have been developed by Rowan in conjunction with the New Jersey State Division of Equal Employment Opportunity. The goal of these guidelines is to emphasize a respectful attitude towards the multitude of beliefs and observances that occur during any holiday season that may occur during the year.

Under this emphasis, office decorations are permitted so long as no overt, religious icons are displayed. Examples of religious decorations include (but are not necessarily limited to) nativity sets and menorahs during the winter season. Examples of permissible seasonal decorations include (but are not necessarily limited to) greenery, Santa, lights, snowflakes, snowmen, candy canes, and Happy Holidays signs during the winter season. Please specifically note that any and all participation in holiday activities is voluntary and non-participation should not be viewed negatively.

Should you have any questions or require further clarification, please contact the Office of Employee Equity at OEE@rowan.edu or at extension 6-5494 (Off-campus 856-256-5494).