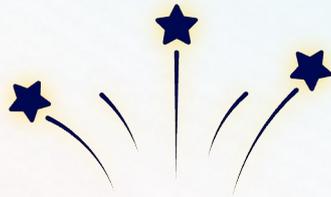


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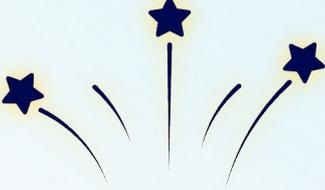


2026

HR Calendar

Important workplace dates, holidays and tips.





2026

As we step into 2026, the role of HR leaders has never been more central to building strong, resilient, and high-performing teams. In a fast-moving world of work, success depends on how well we connect people, align priorities, and create environments where teams can truly thrive.

The HR 2026 Calendar is designed to help you stay ahead of key dates, moments that matter, and practical opportunities to engage your workforce throughout the year. Each entry includes thoughtful prompts and actionable ideas to support performance, strengthen culture, and keep the momentum going one month at a time.

From all of us at Qualee, here's to a year of purposeful leadership, energized teams, and meaningful wins in 2026!



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January

National Thank You Month



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1 New Years Day	2	3 Mahayana New Year
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20 Martin Luther King Jr. Day (US)	21	22	23	24
25	26 Community Manager Appreciation Day	27	28	29	30	31 Deadline for W-2 Forms (US)

HR Tip

Appreciating employees is essential to building strong, motivated teams and a positive workplace culture. The National Thank You Month is a simple but powerful way to recognize contributions and set the tone for a year rooted in gratitude and respect. Discover our guide on [creating a positive company culture](#) through meaningful employee appreciation.

February

Black History Month



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 National Freedom Day (US)	2	3	4	5	6	7
8	9	10	11	12	13	14 Valentine's Day
15	16 Presidents Day (US)	17 – Luna New Year – Mardi Gras	18 First night of Ramadan	19	20	21
22	23	24	25	26	27	28
Ramadan						
Ramadan						

HR Tip

Hiring season is the ideal time to reassess how well your process aligns with employee expectations. A thoughtful, transparent hiring experience builds trust from the start and plays a key role in retaining top talent long term. Discover [5 ways to meet employee expectations](#) through your hiring process.

March

Women's History Month



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 Equal Pay Day (US)	2	3	4	5	6 Employee Appreciation Day	7
Ramadan						
8 - International Women's Day - Daylight Saving Time	9	10	11	12	13	14
Ramadan						
15	16	17 St. Patricks Day	18	19	20	21
Ramadan						
22	23	24	25	26	27	28
29	30	31				

HR Tip

Employee Appreciation Day is the perfect moment to pause and celebrate the people behind the work. A single, thoughtful celebration can spark excitement, strengthen a culture of appreciation, and remind employees that what they do truly matters. Explore [20 amazing ideas](#) for Employee Appreciation Day.

April

Stress Awareness Month



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 April Fools Day	2	3 Good Friday	4
Passover						
5 Easter	6 Easter Monday	7	8	9	10	11 National Pet Day
Passover						
12	13 Theravada New Year	14	15	16	17	18
19	20	21	22 Earth Day	23	24	25
26	27	28	29	30		

HR Tip

Stress Awareness Month is a reminder that work can get heavy, and people feel it. Small, intentional efforts to lift morale help reduce burnout, restore energy, and make it easier for employees to do their best work. Read our blog on [15 effective strategies](#) to improve employee morale for practical ways to support your people and build a healthier work environment.

May

Mental Health Awareness Month



Sunday

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

1

- International Workers Day
- Vesak

2

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Mother's Day

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Mental Health Awareness Week (UK)

18

19

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International HR Day

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22

23

24

25

Memorial Day (US)

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30

Eid-al-Adha

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June

LGBTQIA+ Pride Month



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5 World Environment Day	6
7	8	9	10	11	12	13
14	15	16 Hijra – Islamic New Year	17	18	19 Juneteenth National Independence Day (US)	20
21 Father's Day	22	23	24	25	26	27
28 International Pride Day	29	30				

HR Tip

June is a meaningful moment to reflect on how inclusive your workplace truly feels. Creating an environment that values diversity, promotes inclusion, and supports equity helps teams feel respected, heard, and able to thrive. Discover a range of [10 activities to promote diversity, inclusion, and equity](#) in the workplace.

July

Disability Pride Month



Sunday

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

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Independence Day (US)

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International Self-Care Day

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Asala - Dharma Day

HR Tip

Mid-year reviews are a chance to pause and have real conversations about progress and growth. When done well, performance appraisals help managers and employees reflect on what's working, reset goals, and move forward together. Read our [Ultimate Guide to Performance Appraisal Systems](#) to make reviews more meaningful for everyone involved.

August

National Wellness Month



Sunday

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

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2

International
Day of
Friendship

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Obon

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World
Humanitarian
Day

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Prophet
Muhammad's
Birthday

26

Women's
Equality Day

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September

Self-Care Awareness Month



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 Labor Day (US)	2	3	4	5
6	7	8 International Literacy Day	9	10	11 Rosh Hashanah	12
13 Rosh Hashanah	14	15	16 National Working Parents Day	17	18 International Equal Pay Day	19
20 Yom Kippur	21 World Gratitude Day	22	23	24	25 Sukkot	26 HR Appreciation Day
27	28	29	30			
Sukkot						

💡 HR Tip

Self-Care Awareness Month is a reminder that taking care of people goes beyond workloads and deadlines. Small, thoughtful activities can help teams recharge, feel supported, and stay connected. Explore [20+ great activities](#) to add to your employee engagement calendar and make space for well-being at work.

October

Learning and Development Month



Sunday

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

1

2

3

Sukkot

4

5

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World Mental Health Day

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Boss's Day

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National Mentoring Day (UK)

Halloween

HR Tip

Learning and Development Month is the perfect time to invest in the people who drive your organization forward. Building leadership skills at every level helps employees grow with confidence and prepares teams for what's next. Take a look at our guide to [developing leadership skills in employees](#) for a practical roadmap you can start using right away.

November

National Gratitude Month



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 Daylight Saving Time Ends	2	3	4	5	6	7
8 Diwali	9	10	11 Veterans Day	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27 Thanksgiving Day (US)	28
29	30					

HR Tip

November is National Gratitude Month! It's a great reminder that a simple "thank you" can go a long way. Whether shared in a team meeting or written in a card, the right words help reinforce culture and make employees feel truly appreciated. Explore our guide with [thoughtful thank you messages](#) every HR professional can use.

December

Universal Human Rights Month



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 International Day for People with Disabilities	2	3	4 Hanukkah	5
6	7	8 Bodhi Day	9	10 Human Rights Day	11	12
Hanukkah						
13	14	15	16	17	18	19
20	21	22	23	24 Christmas Eve	25 Christmas Day	26
27	28	29	30	31 New Years Eve		

HR Tip

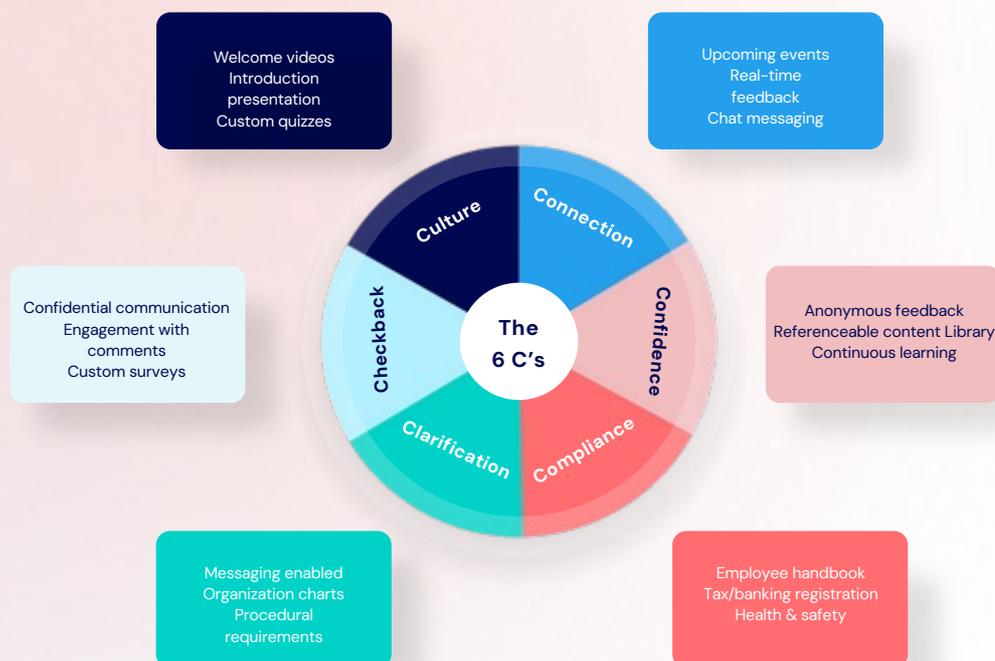
'Tis the season! The holidays bring joy, distractions, and shifting routines at work. With the right balance of flexibility, wellbeing, and festive moments, teams can stay productive without losing the holiday spirit. Check out our [HR playbook on keeping productivity bright](#) during the Festive season.

Qualee

Qualee is an award-winning employee experience platform designed to empower organizational alignment and belonging. We make it simple for companies of all sizes to drive continuous engagement, gather actionable insights, and curate exciting journeys.

Our A.I. enabled solution allows the creation of interactive workflows, automates compliance requirements, and measurably improves engagement. Qualee is a diversity-led organization and our platform is offered in twenty of the world's most widely used languages.

Qualee's platform seamlessly integrates the 6 C's of employee onboarding and engagement—Compliance, Clarification, Confidence, Connection, Culture, and Checkback—ensuring a holistic, engaging experience that supports employees from day one through continuous development.



[Speak with our Experts](#)

Qualee

From customizable onboarding to automated employee experience workflows, anonymous feedback to integrations with data insights to drive business success, Qualee creates better employee experiences with all the data insights along the way.

Onboarding Journeys Learning & Skills Employee Engagement
Impactful Transitions Change Management



For Executives

Qualee empowers executive leaders to drive organizational success by leveraging data-driven insights, aligning employee experiences with strategic objectives, fostering a positive culture, developing leadership capabilities, and enhancing employee engagement and retention.



For HR

Qualee revolutionizes People Management by streamlining HR processes, meeting compliance requirements, automating tasks and providing intuitive reporting. This allows you to stay ahead of the curve, save time, and make informed decisions effortlessly.



For Employees

Qualee equips employees with secure access to company information on the go, allows seamless company-wide communication, and facilitates learning, feedback, and engagement initiatives, fostering a culture of collaboration and belonging.



2021	2022	2023	2024	2025	2026
High Performer					



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