



# HR Calendar

Workplace holidays, important deadlines,  
and monthly HR and self-care tips.



# 2026 HR Calendar

Let's be honest: 2025 was rough. You led through tension, uncertainty, and nonstop change. In the workplace, you were the person everyone turned to — even when you were running on empty.

**You've seen it all. And at Lattice, we see you.**

That's why our 2026 HR Calendar is more than a list of deadlines and reminders. It's a resource designed to support both your work and your wellbeing. Each month includes people-first tips, timely planning prompts, and meaningful moments to celebrate with your team. And for the first time, we've added self-care reminders to help lighten the load.

Because HR deserves structure, inspiration, and a little joy — especially after the year you've had.

From all of us at Lattice: Here's to a better, brighter 2026. 



## Build your own calendar in Lattice.

Schedule performance reviews, merit cycles, open enrollment deadlines, and more — all within a platform your employees actually enjoy using. If it's happening at your company, it's in Lattice.

We hope the dates and events on the following pages inspire you to begin adding events to the new Lattice Calendar. Creating your first event is easy — just navigate to the [Admin page](#) to get started.



# January



## SELF-CARE TIP

Don't get ahead of yourself. Prioritise just one thing that protects your peace — whether it's shortening meetings or setting clear boundaries.



## PEOPLE STRATEGY TIP

New Year's energy can be powerful. Harness it by encouraging managers and employees to shape their goals and growth plans.

# January

THIS MONTH

Veganuary

| Monday                          | Tuesday | Wednesday              | Thursday                              | Friday                            | Saturday                                | Sunday                          |
|---------------------------------|---------|------------------------|---------------------------------------|-----------------------------------|-----------------------------------------|---------------------------------|
|                                 |         |                        | 1<br>New Year's Day<br>(Bank Holiday) | 2<br>Bank Holiday<br>(Scotland)   | 3                                       | 4                               |
| 5                               | 6       | 7                      | 8                                     | 9                                 | 10                                      | 11                              |
|                                 |         |                        |                                       |                                   | National Obesity Awareness Week         |                                 |
| 12                              | 13      | 14                     | 15                                    | 16                                | 17                                      | 18<br>World Religion<br>Day     |
| National Obesity Awareness Week |         |                        |                                       |                                   |                                         |                                 |
| 19                              | 20      | 21                     | 22                                    | 23                                | 24<br>International Day<br>of Education | 25<br>Burns Night<br>(Scotland) |
| 26                              | 27      | 28<br>Data Privacy Day | 29                                    | 30<br>National Fun<br>at Work Day | 31                                      |                                 |
|                                 |         |                        |                                       |                                   |                                         |                                 |

# February



## SELF-CARE TIP

Don't let the recent holidays dissuade you from taking leave. Look ahead and block holiday time on your calendar. Planning your rest now protects your energy later.



## PEOPLE STRATEGY TIP

The [2026 State of People Strategy Report](#) found high-performing teams are 5x more likely to prioritise DEIB. Use this month to audit your promotion and pay data for racial equity.

# February

## THIS MONTH

## LGBTQ History Month

[illegible]

# March



## SELF-CARE TIP

Set a *no-after-hours* rule (and model it). It's Q2 planning season, which makes those late-night emails tempting. Resist! Protect your own recharge time and communicate that your team can (and should) do the same.



## PEOPLE STRATEGY TIP

Celebrate women and rethink workplace equity. Read our [story on International Women's Day](#) and hear what the day means to the HR community at large.

# March

THIS MONTH

Women's History Month

| Monday                                             | Tuesday                                                | Wednesday                    | Thursday                                          | Friday                                            | Saturday                        | Sunday                                                                     |
|----------------------------------------------------|--------------------------------------------------------|------------------------------|---------------------------------------------------|---------------------------------------------------|---------------------------------|----------------------------------------------------------------------------|
|                                                    |                                                        |                              |                                                   |                                                   |                                 | <div>1</div> <div>St. David's Day</div> <div>Zero Discrimination Day</div> |
| Ramadan                                            |                                                        |                              |                                                   |                                                   |                                 |                                                                            |
| <div>2</div>                                       | <div>3</div>                                           | <div>4</div> <div>Holi</div> | <div>5</div>                                      | <div>6</div> <div>Employee Appreciation Day</div> | <div>7</div>                    | <div>8</div> <div>International Women's Day</div>                          |
| Ramadan                                            |                                                        |                              |                                                   |                                                   |                                 |                                                                            |
| <div>9</div>                                       | <div>10</div>                                          | <div>11</div>                | <div>12</div>                                     | <div>13</div>                                     | <div>14</div> <div>Pi Day</div> | <div>15</div> <div>Mother's Day</div>                                      |
| Ramadan                                            |                                                        |                              |                                                   |                                                   |                                 |                                                                            |
| <div>16</div> <div>Laylatul Qadr (Tentative)</div> | <div>17</div> <div>St. Patrick's Day</div>             | <div>18</div>                | <div>19</div> <div>Ramadan ends (Tentative)</div> | <div>20</div> <div>Spring begins</div>            | <div>21</div>                   | <div>22</div>                                                              |
|                                                    |                                                        |                              | Eid al Fitr (tentative)                           |                                                   |                                 |                                                                            |
| Ramadan ends (tentative)                           |                                                        |                              |                                                   |                                                   |                                 |                                                                            |
| <div>23</div>                                      | <div>24</div>                                          | <div>25</div>                | <div>26</div>                                     | <div>27</div>                                     | <div>28</div>                   | <div>29</div> <div>Daylight Saving Time begins</div>                       |
| <div>30</div>                                      | <div>31</div> <div>Day of Transgender Visibility</div> |                              |                                                   |                                                   |                                 |                                                                            |

# April



## SELF-CARE TIP

Touch grass. Use Earth Month as a cue to get outside. A lunchtime walk, working from a patio, or even five minutes of sunlight between calls can reset your brain and reduce stress levels.



## PEOPLE STRATEGY TIP

Make giving back a group project. Organise a park cleanup, schedule a donation drive, or create space for employees to lead their own impact projects. Volunteer time off (VTO) is a great way to formally endorse this work.

# April

THIS MONTH

Stress Awareness Month  
World Autism Acceptance Month

| Monday                                                                                 | Tuesday                                                          | Wednesday                                                               | Thursday                                                     | Friday                                                 | Saturday                                  | Sunday                                                            |
|----------------------------------------------------------------------------------------|------------------------------------------------------------------|-------------------------------------------------------------------------|--------------------------------------------------------------|--------------------------------------------------------|-------------------------------------------|-------------------------------------------------------------------|
|                                                                                        |                                                                  | <div>1</div> <div>April Fool's Day</div>                                | <div>2</div>                                                 | <div>3</div> <div>Good Friday<br/>(Bank Holiday)</div> | <div>4</div> <div>Walk to Work Day</div>  | <div>5</div> <div>2025/2026 tax year ends<br/>Easter Sunday</div> |
|                                                                                        |                                                                  | Passover                                                                |                                                              |                                                        |                                           |                                                                   |
| <div>6</div> <div>2026/2027 tax year begins<br/>Easter Monday<br/>(Bank Holiday)</div> | <div>7</div> <div>World Health Day</div>                         | <div>8</div>                                                            | <div>9</div>                                                 | <div>10</div>                                          | <div>11</div> <div>National Pet Day</div> | <div>12</div>                                                     |
| Passover                                                                               |                                                                  |                                                                         |                                                              |                                                        |                                           |                                                                   |
| <div>13</div>                                                                          | <div>14</div>                                                    | <div>15</div>                                                           | <div>16</div>                                                | <div>17</div>                                          | <div>18</div>                             | <div>19</div>                                                     |
| <div>20</div>                                                                          | <div>21</div> <div>National Tea Day</div>                        | <div>22</div> <div>Earth Day<br/>Administrative Professionals Day</div> | <div>23</div> <div>World Book Day<br/>St. George's Day</div> | <div>24</div> <div>On Your Feet Britain</div>          | <div>25</div>                             | <div>26</div>                                                     |
| <div>27</div>                                                                          | <div>28</div> <div>World Day for Safety and Health at Work</div> | <div>29</div>                                                           | <div>30</div>                                                |                                                        |                                           |                                                                   |
|                                                                                        |                                                                  |                                                                         |                                                              |                                                        |                                           |                                                                   |

# May



## SELF-CARE TIP

Ask for help, even if you're usually the helper. Mental Health Awareness Month is the perfect time to normalize asking for support. Whether it's talking to a therapist, looping in a teammate, or saying "I can't take that on," take your own advice.



## PEOPLE STRATEGY TIP

Struggling to balance performance expectations and employee wellbeing? We just so happen to have [a workbook for that](#).

# May

**THIS MONTH**

National Walking Month

Maternal Mental Health Awareness Month

# May

**THIS MONTH**

National Walking Month

Maternal Mental Health Awareness Month

# May

**THIS MONTH**

National Walking Month

Maternal Mental Health Awareness Month

# May

**THIS MONTH**

National Walking Month

Maternal Mental Health Awareness Month

| Monday                                      | Tuesday | Wednesday                                                        | Thursday | Friday                          | Saturday | Sunday                                                                                    |
|---------------------------------------------|---------|------------------------------------------------------------------|----------|---------------------------------|----------|-------------------------------------------------------------------------------------------|
|                                             |         |                                                                  |          | 1<br>International Workers' Day | 2        | 3                                                                                         |
| 4<br>Early May Bank Holiday                 | 5       | 6                                                                | 7        | 8                               | 9        | 10                                                                                        |
| Deaf Awareness Week                         |         |                                                                  |          |                                 |          |                                                                                           |
| 11                                          | 12      | 13                                                               | 14       | 15                              | 16       | 17<br>World Baking Day<br>International Day Against Homophobia, Transphobia, and Biphobia |
| Deaf Awareness Week                         |         |                                                                  |          |                                 |          |                                                                                           |
| Mental Health Awareness Week                |         |                                                                  |          |                                 |          |                                                                                           |
| 18                                          | 19      | 20<br>National Numeracy Day<br>International Human Resources Day | 21       | 22                              | 23       | 24                                                                                        |
| 25<br>Spring Bank Holiday (UK and Scotland) | 26      | 27                                                               | 28       | 29<br>National Biscuit Day      | 30       | 31<br>Deadline for sending P60s                                                           |
| Eid al-Adha (Tentative)                     |         |                                                                  |          |                                 |          |                                                                                           |
|                                             |         |                                                                  |          |                                 |          |                                                                                           |

# June



## SELF-CARE TIP

Overcommitment is a recipe for burnout. Take stock of your recurring meetings and responsibilities — be ruthless about cutting anything that's not critical. Bye, darlings.



## PEOPLE STRATEGY TIP

Halfway through the year, it's time for performance reviews. Just make sure the only dry promotion is the one in your glass on National Martini Day.

# June

THIS MONTH

LGBTQ Pride Month

## LGBTQ Pride Month

| Monday                     | Tuesday | Wednesday | Thursday           | Friday                                                   | Saturday                                           | Sunday                              |
|----------------------------|---------|-----------|--------------------|----------------------------------------------------------|----------------------------------------------------|-------------------------------------|
| 1<br>Global Day of Parents | 2       | 3         | 4                  | 5<br>World Environment Day<br>National Fish and Chip Day | 6                                                  | 7                                   |
| 8                          | 9       | 10        | 11                 | 12                                                       | 13<br>King's Birthday Parade (Trooping the Colour) | 14<br>World Blood Donor Day         |
| Carers Week                |         |           |                    |                                                          |                                                    |                                     |
| 15                         | 16      | 17        | 18                 | 19<br>National Martini Day                               | 20<br>King's Birthday<br>World Refugee Day         | 21<br>Father's Day<br>Summer begins |
| Carers Week                |         |           |                    |                                                          |                                                    |                                     |
| 22<br>Windrush Day         | 23      | 24        | 25                 | 26                                                       | 27<br>Armed Forces Day                             | 28<br>International Pride Day       |
|                            |         |           | Ashura (Tentative) |                                                          |                                                    |                                     |
| 29                         | 30      |           |                    |                                                          |                                                    |                                     |
|                            |         |           |                    |                                                          |                                                    |                                     |

# July



## SELF-CARE TIP

Remember that holiday you planned back in February? Make sure it's still on the books, so you can return feeling refreshed and ready to rumble with end-of-year planning.



## PEOPLE STRATEGY TIP

Tech evaluations might not scream "summer hols," but future-you will thank you. Use our free checklist to start [evaluating and purchasing new HR tech](#).

# July

THIS MONTH

Disability Pride Month  
South Asian Heritage Month

| Monday                               | Tuesday                                            | Wednesday                   | Thursday                                    | Friday                            | Saturday | Sunday             |
|--------------------------------------|----------------------------------------------------|-----------------------------|---------------------------------------------|-----------------------------------|----------|--------------------|
|                                      |                                                    | 1<br>International Joke Day | 2                                           | 3                                 | 4        | 5                  |
| 6<br>Deadline for P11D forms to HMRC | 7<br>Global Forgiveness Day<br>World Chocolate Day | 8                           | 9                                           | 10                                | 11       | 12                 |
| 13                                   | 14                                                 | 15                          | 16                                          | 17                                | 18       | 19                 |
|                                      |                                                    |                             | Al-Hijra (Islamic New Year) (Tentative)     |                                   |          |                    |
| 20                                   | 21                                                 | 22                          | 23                                          | 24<br>International Self-Care Day | 25       | 26<br>Parents' Day |
| 27                                   | 28                                                 | 29                          | 30<br>National Intern Day<br>Friendship Day | 31                                |          |                    |
|                                      |                                                    |                             |                                             |                                   |          |                    |

# August



## SELF-CARE TIP

What parts of your role drain you? What fills your cup? Take time to reflect and make one meaningful change. Even a small shift can realign your work with what energizes you.



## PEOPLE STRATEGY TIP

Pulse check your people strategy. What's landing? What's missing? Use our [HR effectiveness survey template](#) for a head start.

# August

THIS MONTH

National Wellness Month

| Monday                              | Tuesday | Wednesday                                             | Thursday               | Friday | Saturday                   | Sunday                                                                       |
|-------------------------------------|---------|-------------------------------------------------------|------------------------|--------|----------------------------|------------------------------------------------------------------------------|
|                                     |         |                                                       |                        |        | 1                          | 2                                                                            |
|                                     |         |                                                       |                        |        | World Breastfeeding Week   |                                                                              |
| 3<br>Summer Bank Holiday (Scotland) | 4       | 5                                                     | 6<br>Cycle to Work Day | 7      | 8<br>International Cat Day | 9<br>Book Lovers' Day<br>International Day of the World's Indigenous Peoples |
| World Breastfeeding Week            |         |                                                       |                        |        |                            |                                                                              |
| 10                                  | 11      | 12                                                    | 13<br>Left-Handers Day | 14     | 15                         | 16                                                                           |
| 17                                  | 18      | 19<br>World Humanitarian Day<br>World Photography Day | 20                     | 21     | 22                         | 23                                                                           |
| 24                                  | 25      | 26<br>International Dog Day                           | 27                     | 28     | 29                         | 30                                                                           |
| 31<br>Summer Bank Holiday (UK)      |         |                                                       |                        |        |                            |                                                                              |

# September



## SELF-CARE TIP

Say no more often. With conference season, planning season, and everything in between, it's easy to get swept up. But every "yes" is a "no" to something else. Say "no" to protect your bandwidth and mean it!



## PEOPLE STRATEGY TIP

Reconnect with your people. Join [Resources for Humans](#), Lattice's free Slack community of over 23,000 HR leaders for a place to connect, learn, and grow.

# September

THIS MONTH

National Suicide Prevention Month

| Monday                                  | Tuesday             | Wednesday                                 | Thursday                           | Friday                            | Saturday                   | Sunday     |
|-----------------------------------------|---------------------|-------------------------------------------|------------------------------------|-----------------------------------|----------------------------|------------|
|                                         | 1                   | 2                                         | 3                                  | 4<br>National Food Bank Day       | 5                          | 6          |
| 7                                       | 8                   | 9                                         | 10<br>World Suicide Prevention Day | 11                                | 12                         | 13         |
|                                         |                     |                                           |                                    | Rosh Hashanah                     |                            |            |
| 14                                      | 15                  | 16                                        | 17                                 | 18<br>International Equal Pay Day | 19                         | 20         |
|                                         |                     |                                           |                                    |                                   |                            | Yom Kippur |
| 21<br>World Gratitude Day               | 22<br>Autumn begins | 23<br>International Day of Sign Languages | 24                                 | 25                                | 26<br>HR Professionals Day | 27         |
| Yom Kippur                              |                     |                                           |                                    |                                   |                            |            |
| International Week of Happiness at Work |                     |                                           |                                    |                                   |                            |            |
| 28                                      | 29                  | 30                                        |                                    |                                   |                            |            |
|                                         |                     |                                           |                                    |                                   |                            |            |
|                                         |                     |                                           |                                    |                                   |                            |            |

# October



## SELF-CARE TIP

As the days get shorter, build a habit of getting fresh air in the middle of your workday. Before you know it, it will be pitch dark by the time you clock out. Spooky!



## PEOPLE STRATEGY TIP

How is it already Q4? Make a checklist for closing out the year. Include budgets, appraisals, and bandwidth for anyone facilitating the end-of-year wrap up.

# October

THIS MONTH

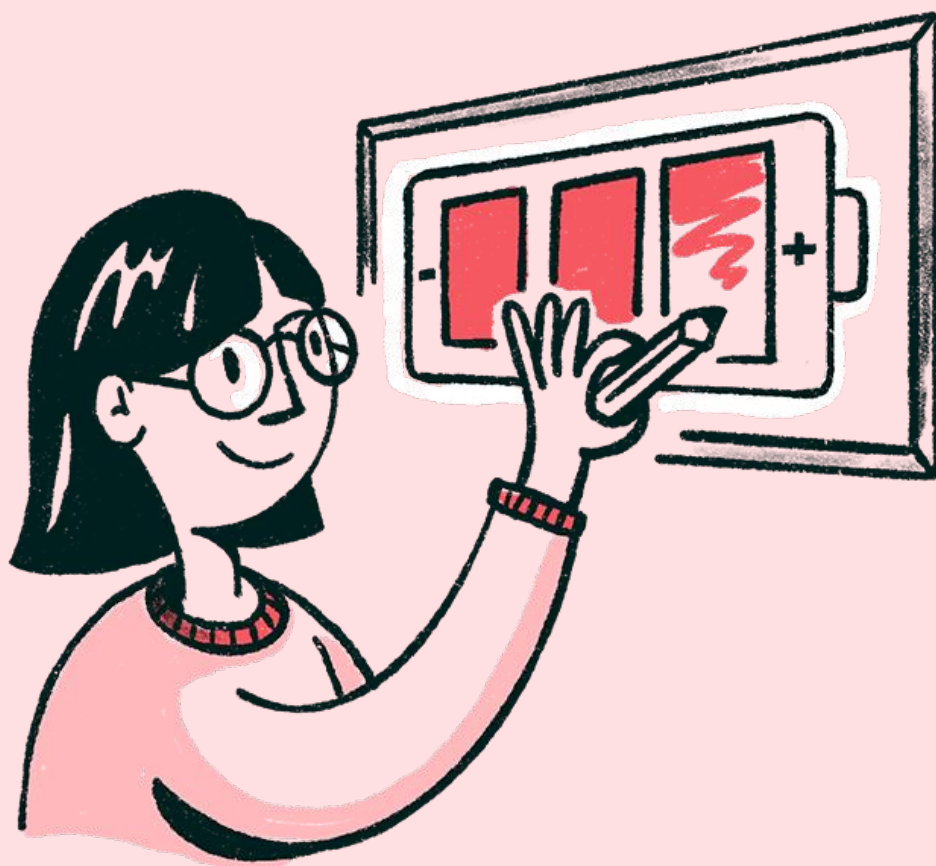
Black History Month

## THIS MONTH

## Black History Month

| Monday                      | Tuesday | Wednesday | Thursday                         | Friday | Saturday                         | Sunday                             |
|-----------------------------|---------|-----------|----------------------------------|--------|----------------------------------|------------------------------------|
|                             |         |           | 1<br>International<br>Coffee Day | 2      | 3                                | 4<br>Grandparents’<br>Day          |
| 5<br>World Teachers’<br>Day | 6       | 7         | 8                                | 9      | 10<br>World Mental<br>Health Day | 11<br>National Coming<br>Out Day   |
| National Work Life Week     |         |           |                                  |        |                                  |                                    |
| 12                          | 13      | 14        | 15                               | 16     | 17                               | 18<br>World<br>Menopause Day       |
| 19                          | 20      | 21        | 22                               | 23     | 24                               | 25<br>Daylight Saving<br>Time ends |
| 26                          | 27      | 28        | 29                               | 30     | 31<br>Halloween                  |                                    |
|                             |         |           |                                  |        |                                  |                                    |

# November



## SELF-CARE TIP

Rethink how you recharge. Whether it's cooking, journaling, moving your body, or saying no to holiday events — choose what genuinely fills you up, not just what looks relaxing or is socially expected.



## PEOPLE STRATEGY TIP

Celebration season is here — make it inclusive: Lead with cultural curiosity and make space for diversity. Use these [engagement holidays](#) to enrich your company celebrations

# November

THIS MONTH

Men's Health Awareness Month  
Movember

| Monday                                            | Tuesday | Wednesday             | Thursday                               | Friday                   | Saturday | Sunday                                  |
|---------------------------------------------------|---------|-----------------------|----------------------------------------|--------------------------|----------|-----------------------------------------|
|                                                   |         |                       |                                        |                          |          | 1<br>All Saints' Day<br>World Vegan Day |
| 2<br>All Souls Day                                | 3       | 4                     | 5<br>Guy Fawkes Day<br>(Bonfire Night) | 6                        | 7        | 8<br>Diwali                             |
| 9<br>World Freedom Day                            | 10      | 11<br>Remembrance Day | 12                                     | 13<br>World Kindness Day | 14       | 15                                      |
| 16                                                | 17      | 18                    | 19                                     | 20                       | 21       | 22                                      |
| Anti-Bullying Week                                |         |                       |                                        |                          |          |                                         |
| 23                                                | 14      | 15                    | 16                                     | 27                       | 28       | 29                                      |
| 30<br>St. Andrew's Day<br>(Scotland Bank Holiday) |         |                       |                                        |                          |          |                                         |

# December



## SELF-CARE TIP

Celebrate yourself, not just the season. HR often celebrates others — but you deserve it, too. Write down one big thing you accomplished this year that no one thanked you for. Then thank yourself. You carried a lot.



## PEOPLE STRATEGY TIP

Retention isn't a Q1 problem, it's a now problem. People often reassess their careers during the holidays. Encourage managers to use [Lattice's Employee Health](#) feature and check in with their team.

# December

THIS MONTH

Universal Human Rights Month

| Monday              | Tuesday             | Wednesday | Thursday                                           | Friday                           | Saturday                        | Sunday |
|---------------------|---------------------|-----------|----------------------------------------------------|----------------------------------|---------------------------------|--------|
|                     | 1<br>World Aids Day | 2         | 3<br>International Day of People with Disabilities | 4                                | 5                               | 6      |
|                     |                     |           |                                                    | Hanukkah                         |                                 |        |
| 7                   | 8                   | 9         | 10<br>Human Rights Day                             | 11                               | 12                              | 13     |
| Hanukkah            |                     |           |                                                    |                                  |                                 |        |
| 14                  | 15                  | 16        | 17                                                 | 18<br>International Migrants Day | 19                              | 20     |
| 21<br>Winter begins | 22                  | 23        | 24<br>Christmas Eve                                | 25<br>Christmas (Bank Holiday)   | 26<br>Boxing Day (Bank Holiday) | 27     |
|                     |                     |           |                                                    |                                  | Kwanzaa                         |        |
| 28                  | 29                  | 30        | 31<br>New Year's Eve                               |                                  |                                 |        |
| Kwanzaa             |                     |           |                                                    |                                  |                                 |        |
|                     |                     |           |                                                    |                                  |                                 |        |



# The HR platform people love

Lattice is the #1 AI-powered HR platform that turns managers into leaders, employees into high-performers, and companies into the best places to work. Lattice provides interconnected and intuitive HR tools designed to help people and AI succeed together.

With offices across North America and Europe, Lattice serves more than 5,000 customers worldwide, including Anthropic, Calm, Gusto, NPR, Plaid, and more. Lattice has ranked on the Inc. 5000 list of the fastest-growing private companies five years in a row and is rated as a Great Place to Work by 99% of its employees.

[Request a demo](#)

[Take a tour >](#)

**Plan it, don't wing it.  
Build your own HR calendar.**

Check out our [HR Calendar Planning Template](#). We've made it easy to schedule your company's engagement surveys, performance reviews, and other important milestones (like open enrollment) on an intuitive planning spreadsheet.

[Download the template >](#)