<table>
<thead>
<tr>
<th>VISA TYPE</th>
<th>Is Payment to Independent Contractor Authorized by US Law</th>
<th>Is Payment of Fellowship authorized by US Law</th>
<th>Payment Permitted</th>
<th>Summary &amp; Conditions</th>
</tr>
</thead>
<tbody>
<tr>
<td>A-1, A-2 Diplomat and foreign government officials and their dependents</td>
<td>No Individual may only work for foreign government entity.</td>
<td>No</td>
<td>Brown payment can be made only to the foreign government entity, not to the individual.</td>
<td></td>
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| B-1, VWB Business visitors or waiver of visa for business | Normally, no. However, there is an exception for higher education institutions for “usual academic activities” lasting not longer than 9 days. Activity must be for the benefit of the academic institution. | No | Honorarium and associated incidental expenses (travel reimbursement or payment of travel expenses on behalf of visitor) for academic activity (like guest speaker). Must follow 9/5/6 rule or payment is not permitted. If no honorarium paid, travel directly related to academic activities may be permitted. | 9/5/6 Rule:  
• Academic activity lasts 9 days or less at any single institution.  
• Visitor has not accepted honoraria from more than 5 institutions within previous 6-month period.  
• Travel reimbursement follows rules of Brown’s travel reimbursement policy.  
Note: B-1 visa holders at Brown for research purposes are allowed to receive reimbursement for the length of their legal stay, as indicated on their passport stamp, as long as all conditions apply:  
• Visitor is here for his/her own research and there is no benefit whatsoever to the University, and  
• Visitor has receipts for their reimbursed expenditures. They may not receive a per diem.  
Example of appropriate B-1 visit:  
Professor A has been invited to visit the University to give a talk at a scientific conference. He will be provided a hotel room and meals as well as an honorarium for his talk. His visit to the University will be one week.  
Professor B will be traveling to the US to do research for her new book. Her former classmate has suggested that the University has excellent resources for her topic so she is coming to visit her friend and to do some work. She will spend one month in the University’s libraries engaging in research and writing.  
The B-1 visa is not appropriate for visitors engaging in collaborative research with faculty or research which will benefit the University in any way. Visitor’s involved in exchange programs, formal collaborations between institutions, or joint research projects should use the J-1 visa. |
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| B-2, VWT Visitors for pleasure or waiver of visa for tourism | Normally, no However, there is an exception for higher education institutions for “usual academic activities” lasting not longer than 9 days. Activity must be for the benefit of the academic institution. | No                                           | Honorarium and associated incidental expenses (travel reimbursement or payment of travel expenses on behalf of visitor). Travel reimbursement must be directly associated with honorarium. No other travel reimbursement permitted. Must follow 9/5/6 rule or payment is not permitted. | 9/5/6 Rule:  
  - Academic activity lasts 9 days or less at any single institution.  
  - Visitor has not accepted honoraria from more than 5 institutions within previous 6-month period.  
  - Travel reimbursement follows rules of Brown’s travel reimbursement policy.  
  
Travel expenses must be directly associated with honorarium. Visitor travel reimbursement is limited to no more than three (3 days) before the event associated with the honorarium and/or three (3) days after the event associated with the honorarium. |
| F1 Student on Curricular Practical Training Student on Optional Practical Training | Yes Must be work authorized by student’s I-20 issuing U.S. institution (institution other than Brown) and consistent with educational level and field of study. Must be able to present valid Employment Authorization Document (EAD). | Yes                                           | Curricular Practical Training usually does not occur as an independent contractor. Employment for optional practical training is customary. |  
| H1B Professionals                               | No                                                       | No                                           | Payment can be made only to the sponsoring institution, not to the individual. | H1-B may work for additional employers only with pending and/or approved Brown sponsored concurrent employment authorization.  
  H-1B visa holders may be reimbursed for travel expenses. They may not receive a per diem. They must present receipts. |
| J-I Professor, Research Scholar, Short-term Scholar | Yes May work only for sponsoring institution but may give occasional talks/lectures at other institutions with prior written permission from sponsoring institution. Yes, if Brown is the sponsor of the visa. If Brown is not the visa sponsor, scholars are eligible to work in a closely related research program for a maximum duration | Yes                                           | Honorarium and associated incidental expenses (travel reimbursement or payment of travel expenses on behalf of visitor). | 1) If the J1 scholar’s visa is sponsored by Brown and the scholar is traveling for Brown business purposes, scholar may be reimbursed in accordance with Brown’s travel policy. Initiate the reimbursement using the Workday Create Expense business process.  
  2) If the J1 scholar sponsored by Brown is traveling for his/her personal research or if the scholar is receiving an |
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|              |                                                          | of six months provided that the program has the original visa sponsor has provided written approval. | Per Contract.     | allowance for personal support, scholar may be paid a fellowship as outlined in the Payments to Researchers/Scholars Unaffiliated with Brown policy.  
3) If the J1 Scholar is sponsored by an institution other than Brown, is visiting Brown for personal research, the scholar may receive a fellowship payment if the scholar has written permission from the sponsoring institution.  
4) If the J1 scholar’s visa is sponsored by an institution other than Brown, the scholar may be paid for services by Brown (guest speaker or professional services) and also receive travel reimbursement. Scholar must have written permission from sponsoring institution. Request payment using the Supplier Invoice business process and attach the written permission. |
| J-1 Student  | Yes Must provide a letter from the J-1 program sponsor authorizing academic training or economic necessity work permission for the activity. | Yes, if Brown is the sponsor of the visa.  
No if Brown did not sponsor the visa unless the J1 sponsoring institution writes a letter to Brown authorizing the individual’s work at Brown and payment by Brown to the individual. | Brown Business Purpose and/or part of honoraria payment: Travel reimbursement follows rules of Brown University’s travel policy.  
Student travel for his/her research purposes: Travel is considered a fellowship payment. |
| J2           | Yes J2 visa holder must have an Employment Authorization Card (EAD). | Yes | A J2 visa holder can receive an honorarium or payment for independent contractor services as long as the individual has an Employment Authorization Card. Payment and travel reimbursement follow procedures in the Professional Services Policy.  
A J-2 visa holder may receive a fellowship. Initiate payment using a supplier invoice. Use the visiting researcher/Scholar spend category (9665). |
| O-1 Individual of Extraordinary Ability | | | O-1 may work for additional employers only with approved Brown sponsored concurrent employment authorization. |
| **P-1** Internationally Known Athlete or Entertainment Group | Yes  
May work only for sponsoring employer or through sponsoring agency (as specified in petition) | No | Payment as specified in contract terms. | Brown University must be listed in the itinerary submitted with the status petition (Form I-797).  
Request assistance from Accounts Payable if you have a foreign national service provider visiting the United States on a P Visa.  
[accounts_payable@brown.edu](mailto:accounts_payable@brown.edu) |
|---|---|---|---|---|
| **P-2 & P-3** Performing Artists or Culturally Unique Entertainers | Yes  
May work only for sponsoring employer or through sponsoring agency (as specified in petition) | No | Payment as specified in contract terms. | Brown University must be listed in the itinerary submitted with the status petition (Form I-797).  
Request assistance from Accounts Payable if you have a foreign national service provider visiting the United States on a P Visa.  
[accounts_payable@brown.edu](mailto:accounts_payable@brown.edu) |
| **TN** Trade NAFTA (for citizens of Canada and Mexico) | No | No | TN Visa holder may only be reimbursed for travel expenses. | A TN Visa holder must get a letter from the visa sponsor stating that the visitor has been authorized to engage in the activities he/she was invited to undertake. The letter should be obtained prior to the start of travel.  
The visa holder will have to provide either a Border Crossing Card or O-94, and a passport. All documents must be attached to the supplier invoice. Use the visitor travel spend category.  
TN may work for multiple employers but must have a TN sponsored by each employer. |