

**Use with CAUTION. Provided for guidance only.**

SUMMARY OF NONIMMIGRANT VISA CLASSIFICATIONS:

Visa	Description	Employment Eligibility	DIS Clearance Required For Outside Activity (Y/N)	Ethics Clearance Required For Outside Activity (Y/N)
E-3	<p>Temporary Worker in a Specialty Occupation. Limited to citizens of Australia; perform Professional services for a sponsoring employer in a specific position for a fixed period of time. Employment authorization is granted for an initial period of up to 2 years. Extensions can be granted indefinitely in increments of up to 2 years. Annual cap of 10,500.</p>	<p>Employment permitted only with the sponsoring institution through whom the status was obtained. Must submit evidence of Australian nationality. Prohibited from receiving payments from other organizations. However, individuals may receive approval to work in E-3 status for more than one employer. Each employer must obtain certification of a Labor Condition Application (LCA) and must either petition USCIS for approval of the employment or receive approval from a DHS inspector at a qualified port-of-entry to the U.S. Requires only an I-94 card as employment authorization or USCIS Form I-797A. Employment Authorization Document (EAD) issued by USCIS is not required.</p> <p>NOTE: NIH can only sponsor E-3 status for those appointed to FTE designations.</p>	Y	Y
F-1	<p>Student. Individuals in the U.S. engaging in a full course of academic study in an accredited educational program. May include elementary</p>	<p>1. While maintaining valid F-1 status, may be employed on the campus of the school they are authorized to attend for a maximum of 20 hours per week while classes are in session. Part-time, on-campus employment is authorized by</p>	<p>N</p> <p>NOTE: Permission is</p>	If FTE, Y

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	school, academic high school, college/university, conservatory, or language training. (Students enrolled in vocational training are given M-1 visas.)	<p>the school, and prior USCIS approval is not needed. During school vacations, students may work on campus full-time if otherwise eligible and intending to enroll for the next term.</p> <p>2. While enrolled, F-1s in circumstances of "economic hardship" may work off campus if so recommended by the Designated School Official (DSO) on form I-20. In such cases, EAD is required.</p> <p>3. May participate in employment directly related to field of study. This employment may take the form of:</p> <p>a. <i>Curricular Practical Training</i>. Employment required for completion of the student's degree program. Requires approval of DSO on the Student and Exchange Visitor Information System (SEVIS) form I-20. EAD not required. Employment authorization is job specific.</p> <p>b. <i>Optional Practical Training</i>. Employment during or after completion of study. Total, aggregate employment may not exceed 12 months. Requires recommendation of DSO and approval by USCIS. EAD required.</p> <p>NOTE: Although NIH does not sponsor F-1 Students, they can be appointed to both FTE and non-FTE designations.</p>	required from the student's DSO	
H-1B	<p>Temporary Worker in a Specialty Occupation. Individuals in the U.S. to perform professional services for a sponsoring employer in a specific position for a fixed period of time. Employment authorization is granted for an initial period of up to 3 years. Extensions for an additional 3 years are possible. Further extensions permitted under certain</p>	<p>Employment permitted only with the sponsoring institution that obtained USCIS approval for the visa classification. Prohibited from receiving payments from other organizations. However, individuals may receive USCIS approval to work in H-1B status for more than one employer. Each employer must petition USCIS and receive approval for the employment. USCIS Form I-797A authorizes employment. EAD is not required.</p>	Y	If FTE, Y

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	circumstances.	NOTE: NIH can only sponsor H-1B status for those appointed to FTE designations.		
J-1	Exchange Visitor (Research Scholar, Short-term Scholar). Individuals in the U.S. as exchange visitors for research purposes under the auspices of the US Department of State and a Designated Program Sponsor.	Eligible to receive payment from the organization listed on SEVIS Form DS-2019 as the source of funds and/or the Designated Program Sponsor for the period of validity as stated on the DS-2019. Under limited circumstances, may receive compensation from other institutions provided prior written authorization from the Responsible Officer (RO) or Alternate RO of their Designated Program has been secured. Form DS-2019 authorizes employment. EAD is not required.  NOTE: NIH can sponsor J-1 Research Scholar and J-1 Short-term Scholar status for those appointed to both FTE and non-FTE designations.	Y	If FTE, Y
J-1	Exchange Visitor (Student). Individuals in the U.S. as exchange visitors for the primary purpose of studying at an academic institution under the auspices of the US Department of State and a Designated Program Sponsor.	May be employed on the campus of the school in which they are enrolled to a maximum of 20 hours per week with prior written authorization from the Responsible Officer (RO) or Alternate RO of their Designated Program. May work off campus under limited circumstances provided they have obtained prior written authorization from the RO or Alternate RO. Employment does not require additional permission from USCIS or an EAD. Eligible for up to 18 months of academic training following completion of their program (or up to 36 months for postdoctoral training).  NOTE: Although NIH does not sponsor J-1 Students, they can be appointed to both FTE and non-FTE designations.	N  NOTE: Permission is required from the student's RO or Alternate RO	If FTE, Y

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O-1	<p>Person of Extraordinary Ability. Individuals of extraordinary ability in the sciences, arts, education, business, or athletics who are in the U.S. to work for a sponsoring employer or organization (O-1).</p>	<p>Employment permitted only with the sponsoring institution that obtained USCIS approval for the visa classification. Prohibited from receiving payments from other organizations. However, individuals may receive USCIS approval to work in O-1 status for more than one employer. Each employer must petition USCIS and receive approval for the employment. USCIS Form I-797A authorizes employment. EAD is not required.</p> <p>NOTE: NIH can only sponsor O-1 status for those appointed to FTE designations.</p>	Y	If FTE, Y
TN	<p>Trade NAFTA (for citizens of Canada &amp; Mexico). Individuals in the U.S. to perform professional services for a sponsoring employer in a specific position for a fixed period of time.</p>	<p>Employment permitted only with the sponsoring institution through whom the status was obtained. Prohibited from receiving payments from other organizations. However, individuals may receive approval to work in TN status for more than one employer. Each employer must either petition USCIS for approval of the employment or receive approval from a DHS inspector at a qualified port-of-entry to the U.S. Requires only an I-94 card as employment authorization or USCIS Form I-797A. EAD is not required.</p> <p>NOTE: NIH can sponsor TN status for those appointed to both FTE and non-FTE designations.</p>	Y	If FTE, Y

For any visa classification not listed on this chart, please consult with the DIS and IC ethics office directly.