

App State employees, including student employees, will continue to be supported by the University on short-term faculty led study abroad programs and other job-related duties performed in foreign jurisdictions. Furthermore, travel related to Off-Campus Scholarly Assignments (OCSAs) will be permissible when such travel is necessary to fulfill the scholarly activity. However, teleworking from foreign jurisdictions while on an OCSA will not be permissible when such travel is not necessary to fulfill any scholarly activity.

More broadly, employees will not be permitted to "telework" from foreign jurisdictions for periods of time exceeding 90 days, generally, when such travel is not related to any required job duty.

The rationale behind this teleworking restriction/prohibition was made to avoid staff navigating increasingly difficult work visa requirements, and to prevent the potential legal risks and excessive costs to the University in the form of legal and tax enforcement claims against employers or employees by foreign governments, compliance and other third-party costs created by teleworking in foreign jurisdictions.