This policy applies to Stanford University employees at least 50% time with an appointment of at least 6 months, whose primary work location is outside of the US. The employee may be paid by a Stanford out-of-country organization or affiliate (in-country hire), or in rare cases may be paid in the U.S. (U.S. hire working abroad). Benefit eligibility may be determined by each country’s law.

**Authority:**
Approved by the Vice President for Human Resources

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