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800 - U.S. TEACHERS

810 GENERAL PROVISIONS

811 Definitions

811.1 Teachers

Teachers are persons employed full time in teaching, administration, or other related educational duties in accredited schools, as defined in Section 811.3.

811.2 Seminar Participants

Seminar participants are persons selected for participation in seminars or workshops specifically designed for teachers as defined in Section 811.1.

811.3 Schools

A school is an accredited institution that provides elementary, secondary or higher education.

820 SELECTION CRITERIA

821 Personal Factors

821.1 Citizenship

Candidates must be citizens or nationals of the United States. In some cases it may not be feasible for a dual national to participate in a Fulbright program in the country of his or her other nationality due to host country law or policy. Therefore it is incumbent upon candidates to ascertain whether they have, or are eligible to have, their host countries' nationality and address any potential consequences thereof before they accept an award.

821.2 Nondiscrimination

Candidates will be considered without regard to race, color, religion, sex, national origin, age, disability, political affiliation, marital status, status as a parent, protected genetic information, or sexual orientation.

821.3 Adaptability

Candidates should demonstrate the dynamism and flexibility necessary for active involvement in the host culture.

The Bureau in consultation with the cooperating agency, is authorized to assess whether the applicant shows promise of being able to adjust successfully to life in the host country.

821.4 Availability

The candidate is solely responsible for making any required arrangements in order to be able to accept a grant. The award of a grant does not constitute endorsement on the part of the Board, the U.S. Department of State, or the cooperating agency of a leave of absence for the grantee in the absence of assent by the candidate's educational institution or employer.

821.5 Veterans

Candidates who have served in the Armed Forces of the United States will be given preference, provided their qualifications are approximately equivalent to those of other candidates.

821.6 Financial Resources of Candidates on Home Salaries

Candidates who will continue on home salaries for the duration of the grant must show evidence of having sufficient financial resources to support themselves and accompanying dependents during their exchange.

821.7 Health

Applicants must be able to fulfill the conditions of the grant as determined in a medical examination to be conducted no more than six months in advance of the grant period.

822 Academic and Program Factors

822.1 Professional Excellence

Candidates must demonstrate professional excellence as evidenced by academic achievements, excellence in teaching, and other qualities, and must meet the requirements of the host institution.

822.2 Required Qualifications

a. Teachers must have at least a bachelor's degree and a minimum of three years of professional experience in a U.S. school or post-secondary institution, and must currently be employed full-time in a U.S. school or institution.

b. Seminar participants must have two years of full-time teaching experience and must currently be either teaching or employed professionally in the field of study of the seminar.

c. Grantees must have English language proficiency.

822.3 Educational Background

Provided that the candidate's qualifications are approximately equivalent to those of other candidates, preference will be given to the candidate whose higher education was received primarily at U.S. colleges and universities.

822.4 Host Country Considerations

- a. Candidates must be acceptable to the country in which they propose to teach or be a seminar participant.
- b. Candidates must meet the general language requirements considered necessary for the teaching position or seminar and for adjustment to life in the host country.

822.5 Benefit to the United States

A factor in the selection of grantees is the expected multiplier effect of the grantee's overseas experience. In this context, consideration will be given to the expected benefit to the candidate's students and home institution in the United States.

822.6 Evaluation of Proposals

A proposal shall be judged primarily on the basis of the candidate's proposed contribution to the objectives of the Fulbright Program, and not merely on the willingness of the institution abroad to receive the candidate. Preference will be given to proposals which offer opportunity for broad contact with the young people of the host country and which meet the specific needs and interests of the host country.

823 Placement Factors

823.1 Affiliation

Each grantee will be affiliated with an educational institution abroad.

823.2 Criteria for Placement in U.S. Citizen-Sponsored Schools Abroad

Teachers may be affiliated with a U.S. citizen-sponsored school abroad if its student body consists primarily of nationals of the host country. The following additional criteria shall pertain unless specific exceptions are made by the Board. The school:

1. Is nongovernmental, nonpolitical and nonprofit;
2. Is situated so that it can be influential in the host country and region;
3. Operates with the approval of the national government of the host country;
4. Offers a course of study in the language, literature, geography, and history of the host country; and

5. Is not connected with a church or a business enterprise.

(For the full statement of the Board's policy on this subject, see Section 212.5-3.)

823.3 Change of Placement

Grantees should not change their institutional placement without prior approval from the Bureau and the Commission or post.

824 Experience Abroad Factors

824.1 Previous Experience Abroad

a. Preference will be given to qualified candidates who have not had substantial recent experience abroad, especially in the country to which they are applying. The Board defines substantial recent experience as study, teaching, research or employment for a period aggregating more than an academic year (nine months) during the past five years.

b. The demands of the field may require that this preference be set aside. Examples include difficulty of living and working conditions, required language fluency, and assignments for which recent experience abroad may be an asset. Recommendation of candidates with substantial recent experience in the country to which they are applying should be made only in rare and compelling circumstances, accompanied by written justification documenting the demands of the field. Approval is at the discretion of the Board.

c. The preference for candidates without substantial previous experience in the country to which they are applying applies at each stage of competition.

d. Duty abroad in the Armed Forces of the United States is not considered experience abroad within the meaning of this section.

e. A candidate who has resided abroad for five or more consecutive years in the six-year period preceding the date of application is ineligible for a grant. For the purpose of this section, a candidate who has lived outside the United States for nine months or more during a calendar year is deemed to have resided abroad for that year.

824.2 Previous Fulbright Grants

As a general matter, preference for Fulbright teacher opportunities will be given to candidates who have not previously received a Fulbright teacher grant.

825 Eligibility Factors

825.1 Current Position

Teachers eligible for the Teacher Exchange Program are persons employed full-time in teaching, administration, or other related educational activities in accredited elementary schools, secondary schools, junior colleges, community colleges, or similar institutions. In addition, individuals employed by universities and other institutions of higher learning who are engaged in the field of education and/or teacher training are eligible; individuals employed by such institutions who are engaged in other disciplines may participate if a placement can be found. Grants shall not authorize activity for which a license to practice medicine or nursing is required.

825.2 Members of Same Family

Members of the same family are eligible to receive grants concurrently when both have applied and have been selected through the usual procedure.

825.3 U.S. Government Employees

Except as provided by Section 826.1, federal employees who meet other qualifications are eligible for grants.

825.4 Persons Serving on Cooperating Agency Screening and Other Advisory Committees

Persons who assist the Bureau or the cooperating agencies by serving, without salary, on screening and other advisory committees are eligible to apply for grants, with the provision that the application identify the person as having been a member of such a screening or advisory committee.

825.5 Candidates in the Field of Religion

a. Teachers from parochial institutions where the primary emphasis is educational rather than ministerial or missionary are eligible for consideration in the regular application process.

b. Religious workers, lay or ordained, are not eligible for consideration if their projects involve engaging in pastoral, missionary, or other professional religious activities.

826 Ineligibility Factors

See also Previous Experience Abroad (Section 824.1) and Previous Fulbright Grants (Section 824.2).

826.1 Persons Associated with Specific Agencies and Organizations, and Members of their Families

The following persons and groups are ineligible for grants during and for a period ending one year following the termination of such employment, association, or service:

- a. Employees of the U.S. Department of State or the U.S. Agency for International Development. This provision includes all employees, paid or unpaid (including part-time or temporary employees, consultants, externs, fellows and contract employees). This provision does not apply to interns;
- b. Employees of private and public agencies (excluding educational institutions) under contract to the U.S. Department of State to perform administrative or screening services on behalf of the Bureau of Educational and Cultural Affairs' exchange programs;
- c. Officers and employees of organizations in the U.S. or abroad, including members of boards of trustees or similar governing bodies which are responsible for nominating or selecting individuals for participation in any U.S. Department of State exchange program;
- d. Board members or staff of a Fulbright Commission;
- e. Members of the J. William Fulbright Foreign Scholarship Board;
- f. Immediate families (spouses and dependent children) of individuals described in paragraphs a-e. This provision does not disqualify self-supporting children who live apart from their parents;
- g. For purposes of this section, the one-year period of ineligibility is calculated from the date of termination of employment, service, or association until the due date for submission of applications for programs under this chapter.

826.2 Persons Arrested for, Indicted for, Charged with, or Convicted of a Felony or a Misdemeanor; or Subject to Disciplinary Measures for Misconduct

A candidate who, at the time of application or nomination for selection, or at any subsequent time prior to becoming a grantee as defined in Section 838.1, has been convicted of commission of a felony or a misdemeanor (excluding minor traffic violations, juvenile convictions, or cases where the record has been sealed or expunged), must inform the cooperating agency, the Bureau, or the Board in writing of such fact. A candidate who at the time of application or nomination for selection, or at any subsequent time prior to becoming a grantee as defined in Section 838.1, has been arrested for, indicted for, or charged with a felony or a misdemeanor (excluding minor traffic violations, juvenile convictions, or cases where the record has been sealed or expunged), and the criminal matter has not been resolved, must inform the cooperating agency, the Bureau, or the Board in writing of such fact. A candidate who at the time of application or nomination for selection, or at any subsequent time prior to becoming a grantee as defined in Section 838.1, has been subject to any disciplinary measure, resigned from a professional appointment, or entered into a settlement for, or in connection to, any misconduct, including but not limited to unethical practices, harassment, sexual harassment or abuse, must inform the cooperating agency, the Bureau, or the Board in writing of such fact.

If the candidate has been convicted of a felony, the Board will not select such a candidate for a grant (or, if the candidate has already been selected, the Board will annul the selection) unless the Board is satisfied that the conviction does not represent an absence of the requisite moral and

social attitude desired of grantees. Such a determination will be based upon the nature of the crime, the time and place of conviction, and the subsequent conduct of the candidate. A candidate who has been convicted of a misdemeanor shall be eligible for selection unless the Board finds that the conviction represents an absence of the requisite moral and social attitude desired of grantees. Similarly, a selected candidate who has been convicted of a misdemeanor shall have his or her selection annulled only if the Board finds that the conviction represents an absence of the requisite moral and social attitude desired of grantees. Such a determination will be based upon the nature of the crime, the time and place of conviction, and the subsequent conduct of the candidate. A candidate who has been subject to any disciplinary measure, resigned from a professional appointment, or entered into a settlement for, or in connection to, any misconduct, including but not limited to unethical practices, harassment, sexual harassment or abuse shall not be eligible for selection unless the Board finds that the misconduct does not represent an absence of the requisite moral and social attitude desired of grantees.

If the candidate is arrested for, indicted for, or charged with a felony or a misdemeanor, or accused of misconduct (including but not limited to unethical practices, harassment, sexual harassment or abuse, or other misconduct that may have been the focus of some kind of inquiry or process), the application (and, if already made, the selection) may be suspended by the Board until the matter is resolved, or until such time that the Board is satisfied that the arrest or the charges do not represent an absence of the requisite moral and social attitude desired of grantees.

Similarly, a candidate who, at any time after becoming a grantee as defined in Section 838.1, is arrested for, indicted for, or charged with, a felony or a misdemeanor, or accused of misconduct (including but not limited to unethical practices, harassment, sexual harassment or abuse, or other misconduct that may have been the focus of some kind of inquiry or process), must inform the cooperating agency, the Bureau, or the Board in writing of such fact. The grant may be suspended by the Board until the matter is resolved, or until such time that the Board is satisfied that the arrest, the charges, or the accusation do not represent an absence of the requisite moral and social attitude desired of grantees. If a grantee is convicted, the Board may revoke the grant.

If an application, selection, or a grant is suspended on the basis of the criteria stated above, and the matter causing the suspension has not been resolved prior to the date set for the commencement of the grant activities, the Board may reject the application, rescind the selection, or revoke the grant, as applicable. Any funds disbursed to the grantee must be immediately returned to the source.

After a revocation, the grantee is considered as not having received the grant and will not be an alumnus or alumna of the Fulbright Program.

Grants are also subject to revocation, termination and suspension as provided in Section 838.

827 Financial Factors

A candidate's financial need is not a factor in the selection process.

828 Competition and Recruitment

In order to ensure that the Fulbright Program draws its candidates from the widest possible pool of high caliber individuals, the Bureau and the cooperating agencies will actively disseminate information on the Fulbright Program in all geographic areas of the United States, at different types and sizes of institutions, and will engage in such recruitment activities as are necessary to encourage participation in the Fulbright Program of persons of diverse backgrounds, representing the variety and richness of American society.

830 GENERAL TERMS OF GRANT

831 Passport and Visas

The grantee is personally responsible for obtaining a passport and any visas that may be required by the countries in which the project will be undertaken or through which the grantee will pass en route to the final destination. The grant does not provide for expenses related to any passport or visa fees. Such expenses must be borne by the grantee without recourse to claim for reimbursement.

832 Full-Time Nature of Grants

Grants to teachers are made for purposes of pursuing individual projects overseas. Teachers engage in research, take courses and lead master classes in universities and local schools.

833 Duration of Grants

The Board prefers grants, which last a full academic year (nine months), but recognizes that grants for one semester, or two full quarters, may be necessary.

Grants may be made to teachers to teach in established and recognized summer schools, workshops, and seminars abroad.

833.1 Extension of Grants

Upon application of the grantee, the Commission or post, with the approval of the Bureau, may, at its discretion, extend the grant to permit the grantee to complete the project.

833.2 Renewal of Grants

A renewal grant is defined as a grant for a second year abroad in continuation of the initial one year grant. Board approval must be secured for teachers to receive more than one renewal grant. With that exception, renewals may be made at the discretion of the Commission or post, with the approval of the Bureau, without prior approval of the Board.

Recipients of renewal grants will not receive payment for travel between the host country and the United States before the conclusion of the renewal grant.

833.3 Short-Term Grants

Proposals for grants of less than two months are considered short-term grants and are permitted (except for students), but must be submitted to the Board for approval prior to announcement or recruitment. Approval of such a grant in one year does not imply approval for a subsequent year. Circumstances which may warrant such short-term grants include when a candidate's availability is limited because of differences in the school year, when the affiliation is with a recognized summer school, or when a candidate is participating in a group seminar.

834 Postponement of Grants

Candidates selected for a grant may not postpone the grant from one academic year to the next. Candidates who are not able to accept the grant within the academic year for which it was awarded may request that the cooperating agency resubmit the application for the following year's competition.

In exceptional circumstances, the Bureau, in consultation with the Commission or post, may postpone an exchange until the following academic year, if the grantees involved in the match are unable to follow through with the exchange in the year they were selected, and if the two institutions involved in the match agree to the postponement.

835 Remaining Abroad After Grant Expiration

Because a factor in selection is the expected benefit to the United States of the grantee's overseas experience, (see Section 822.5), a grantee, who remains abroad after expiration of the grant, without advance approval, will forfeit the return travel entitlement. Approval of any additional period abroad is at the discretion of the Commission or post and the Bureau and will be contingent upon compliance with visa regulations and any limitations imposed by the host country. A person remaining abroad after the expiration of the grant will no longer be considered a grantee, and must not continue to represent himself or herself as such.

836 Temporary Country Program Suspension

Political instability or lack of personal safety may make it necessary to suspend temporarily a country program or part of that program. Such circumstances may necessitate short- or long-term withdrawal of grantees.

The Bureau, in consultation with Commissions, posts and the Board, is responsible for drawing up timely plans for such contingencies, providing guidelines to affected grantees, to cooperating agencies and to Commissions and posts.

The Board urges flexibility in providing assistance to individual grantees, including early return to the host country if feasible, short-term continuation of stipends beyond departure date from host country, temporary relocation, possible U.S. resettlement allowance, or reassignment. Factors affecting reassignment include timely request, qualifications, time remaining in grant, and timeliness of proposed host country clearance process.

837 Resignation from Grant

837.1 Personal Reasons

When serious and compelling reasons, such as personal illness, serious illness or death of an immediate member of the family, personal safety, natural disasters, or other personal situations, make it impossible for a grantee to complete the grant period, the grantee will be permitted to resign from the grant with the concurrence of the Bureau, and the Commission or post. The Board recommends that a flexible policy on return travel benefits be followed so that grantees will not be penalized for circumstances beyond their control.

837.2 Other Reasons

Resignation requests for causes other than those identified in Sections 837.1 above are to be reported to the Bureau for referral to the Board, which will decide on eligibility for return travel.

838 Revocation, Termination, and Suspension of Grants

838.1 Definitions

a. For the purpose of Section 826.2 and this Section 838, a "grantee" is defined as a selected candidate who has signed and accepted the grant document (including all terms and conditions thereof) without qualification and has returned a signed copy to the corresponding cooperating agency.

A candidate who has been selected, but who has not signed and returned the grant document, is defined as a "selected candidate."

In the event a selected candidate fails to sign and return a copy of the grant document within a reasonable time after it has been received by the selected candidate, the selection may be withdrawn by the Board or the cooperating agency by notice of such withdrawal delivered to the selected candidate.

b. A grant may be revoked, terminated, or suspended. After a revocation, the grantee is considered as not having had a grant and will not be an alumnus or alumna of the Fulbright Program; after a termination, unless otherwise stated, the grant will be considered to have ended when the Board announces its decision to terminate; and after a suspension, the grant will be considered inoperative until a determination is made to reinstate, revoke or terminate the grant.

838.2 Authority to Recommend Revocation or Termination

a. The Commission or post, following consultation with the Bureau, has the authority to recommend that the Board revoke or terminate the grant held by a grantee who has departed the United States for the host country.

b. The Bureau, following consultation with the Commission or post, has the authority to recommend that the Board revoke or terminate a grant to a grantee who has not yet departed the United States for the host country.

c. The appropriate administrator at the school in which the exchange teacher has been placed, following consultation with the Commission, post, or cooperating agency, has the authority to recommend that the Board revoke or terminate a grant.

838.3 Grounds for Revocation or Termination

In addition to the grounds specified in Section 826.2, grounds for revocation or termination include, but are not limited to: (1) violation of any law of the United States or the host country; (2) any act likely to give offense to the host country because it is contrary to the spirit of mutual understanding; (3) failure to observe satisfactory academic or professional standards; (4) physical or mental incapacitation; (5) engaging in any unauthorized income-producing activity; (6) failure to comply with the grant's terms and conditions; (7) material misrepresentation made by any grantee in a grant application form or grant document; (8) conduct which may have the effect of bringing the Department of State or the Fulbright Program into disrepute; (9) violation of the Policies of the J. William Fulbright Foreign Scholarship Board.

In addition, the Board may terminate a grant, unless prohibited by law, if (1) the grantee has exhausted all benefits of health and accident insurance provided by the U.S. Department of State in connection with the grant and continued medical treatment would lead to the grantee's becoming a public charge, or (2) the grantee requires such protracted medical treatment that successful completion of the grant is jeopardized, or (3) medical information submitted in the application is found to be substantially inaccurate or incomplete. The procedure for any such termination shall be the same as that provided for the termination of grants generally, except that the recommendation for such termination, supported by the corresponding factual information, shall be made by the Bureau (not a host institution, Commission, post, or cooperating agency). In the event any such grounds occur during the period of a grant, it is the Board's policy that such grant should not be renewed or extended. Grants shall not authorize activity for which a license to practice medicine or nursing is required.

838.4 Procedure for Revocation or Termination

a. The procedure for revoking or terminating a grant when recommended by the Commission, post or Bureau is:

1. The Commission, post, or cooperating agency consults initially with the Bureau of Educational and Cultural Affairs and the Staff Director of the Fulbright Scholarship Board;

2. The Commission, post, or cooperating agency prepares a Statement of Fact and Recommendations for Specific Action by the Board and forwards them to the Staff Director;

3. The Staff Director provides a copy of these documents to the grantee and obtains proof of delivery;
4. The grantee sends a written reply to the Staff Director within two weeks of receipt of these documents. The Board may grant additional time for reply if circumstances warrant. The Staff Director will inform the Board if the grantee does not reply within the specified time;
5. The Staff Director provides a copy of all documents to the Commission, post, or cooperating agency for review and to the Bureau for review, evaluation, and recommendation;
6. Following receipt of the Bureau's evaluation and recommended action, the Staff Director provides a copy of all relevant documents to the Board.

The Board will inform the grantee, the Commission or post, the relevant cooperating agency and the host school administrative authority and the Bureau, expeditiously and in writing, of the Board's decision and the reasons therefore.

b. The procedure for revocation or termination of a Fulbright exchange teacher when initiated by the host school administrative authority is as follows:

1. Before taking action, the host school's administrative authority and the cooperating agency shall prepare a Statement of Fact and Recommendations for specific action;
 - i. The Statement of Fact and Recommendations shall include a clear and concise description of the facts and circumstances and must fully describe the corrective measures that have been taken to assist the grantee;
 - ii. The host school administrative authority signs the Statement of Fact and Recommendations and provides a copy of these documents to the grantee, who must sign and acknowledge the date of receipt;
2. The host school's administrative authority shall give the grantee one week to respond to the Statement of Fact and Recommendation;
3. The host school sends all relevant documents to the Bureau;
4. If after consultation with the Bureau, the host school determines that action needs to be taken, the school may terminate the grant and inform the grantee;
5. The Bureau will inform the Board, the cooperating agency, and the Commission or post of the host school's decision expeditiously and in writing.

838.5 Procedure for Termination of a Matched Grant

If an exchange teacher resigns or is terminated, pursuant to Sections 837 and 838, and returns to his/her home country, the Bureau may find it necessary to terminate the grant held by the matched exchange partner. Whenever possible, the Bureau will take steps to avoid canceling the grant of the matched exchange partner. If these efforts are unsuccessful the matched exchange teacher must return to his/her home country.

838.6 Financial Issues Related to Revocation, Termination, and Suspension

Unless otherwise specified by the Board, when a grant is suspended, revoked or terminated, disbursement of any allowances and benefits will cease, except for return travel, and medical benefits that may be authorized under the Bureau's accident and sickness program for exchanges; the grantee will also be required to immediately repay any advances in allowances or benefits disbursed for use in the period of time after the suspension, revocation, or termination. Unless otherwise authorized by the Board, Bureau, Commission or post, no further claim for disbursements of allowances or benefits will be honored. This provision shall not apply to grants which are suspended because conditions in the host country require the departure of grantees for reasons of personal safety; in such instances, Section 836 applies.

The Bureau, the Commission or post will inform the grantee whose grant has been suspended, terminated or revoked of the impact of the Board's decision on past and future allowances and benefits; the Bureau, the Commission or post will take the necessary measures to implement the Board's decision, and to collect any advances in allowances and benefits that must be repaid.

838.7 Suspension

a. The Board, at the recommendation of a Commission or post may suspend a grant pending the procedure for revocation or termination of the grant, or if the grantee is arrested for, indicted for, charged with, or convicted of commission of a crime, either before or after the grantee's departure from the United States, in accordance with Section 826.2.

b. The Commission or post may suspend a grant:

1. If the grantee ceases to carry out the project during the grant period;
2. If the grantee leaves the host country for more than two weeks without the prior authorization of the Commission or post;
3. If conditions in the host country require the departure of grantees for reasons of personal safety (see Section 836).

c. A grant may also be suspended if the grantee requests suspension of the grant for personal reasons and the Commission, post, or cooperating agency concurs.

838.8 Persons Arrested for, Indicted for, Charged with, or Convicted of a Felony or a Misdemeanor

The provisions of this Section 838 are in addition to the provisions of Section 826.2 regarding the suspension, termination, or revocation of grants to persons arrested for, indicted for, charged with, or convicted of a felony or a misdemeanor.

838.9 Notification

The cooperating agency will include Section 826, Section 831, this Section 838, and Section 839 in the grant document for signature and acceptance by the selected candidate.

839 Liability

No one or more of the Board, the U.S. Department of State, the cooperating agency, and the Commission or post will be liable for any claim or claims resulting from a grantee's failure to enter upon or to complete the program outlined in the grant, even though the failure is beyond the grantee's control, including without limitation any failure resulting from a revocation, termination, or suspension effected pursuant to Section 838 above.

840 FINANCIAL TERMS OF GRANT

The monetary amount of Fulbright grants will be set by the Commission, or in non-Commission countries, by the Bureau in consultation with the post.

The Board intends that grants for teachers be adequate to assure that high quality candidates are attracted to the Program and that grantees who participate will be able to fulfill their projects without experiencing undue financial hardship.

841 Grant Benefits

The Bureau, in consultation with the post, will determine grant packages for grantees to non-Commission countries. Commissions are authorized to develop grant packages for grantees to their countries. All grantees will receive supplemental health and accident insurance as described in Section 841.4.

841.1 Grant Benefits for Teachers on Home Salaries, etc.

Grantees who are on home salaries, or who will exchange positions and salaries with colleagues abroad, or who have other support, may receive a travel grant and, as applicable, supplemental grants.

a. The travel grant covers round-trip or initial one-way travel and such other partial travel costs as the Commission or post considers necessary. All grants must comply with the Fly-America Act and other regulations regarding travel funded by the U.S. Government.

b. Supplemental grants provide a maintenance allowance to cover increased costs of living abroad. A factor to be considered in determining the amount of the maintenance allowance is the

relation of American and local teacher salaries. Adjustments may be made during the year if living costs change appreciably or if fluctuations in the currency affect living costs. In addition, a grant may also include special allowances for books, materials, language instruction and local travel as well as other benefits required by local conditions. A grant may also include, where applicable, funds for pre-departure orientation.

841.2 Grant Benefits for Teachers Not on Home Salaries, etc.

Grantees not covered by Section 841.1 may receive a monthly stipend and a travel allowance. The monthly stipend covers living costs in the host country. Grantees with accompanying dependents may also receive a dependent supplement (see Section 841.3).

The travel allowance covers round-trip transportation from a grantee's home to the place within the host country where the grantee will teach.

All airline tickets purchased using U.S. Government money must comply with the Fly America Act.

In addition, the grantee may receive an excess baggage allowance, as well as special allowances for books, materials, language instruction and local travel as well as other benefits required by local conditions.

A grant may also include, where applicable, funds for pre-departure orientation.

841.3 Dependent Supplements

A dependent is either (1) a spouse or (2) a relative (child, grandchild, parent, sibling) who is financially dependent on the grantee. Accompanying dependents are those who spend at least 80% of the grant period with the grantee abroad.

Grantees covered by Section 841.2 who have accompanying dependents may receive an adjustment to their stipend, with a fixed additional amount for each dependent. In addition, the grantee may receive an educational allowance for accompanying dependent children in grades Kindergarten through 12th grade (see Section 841.6).

If the number of accompanying dependents changes after the grantee signed the grant document, the benefits may be revised at any time before the expiration of the grant to compensate for (1) accompanying dependents not previously included, and (2) dependents born or acquired after such signature.

In each case, the revision will be retroactive to the date of arrival of the additional dependent in the host country.

841.4 Health and Accident Insurance

- a. The Bureau provides all grantees with supplemental health and accident insurance during pre-departure orientation, direct travel time to the host country, while participating in grant activities abroad, and while directly en route back to the United States. This insurance is not intended to replace the grantee's normal insurance policy, which should be maintained during the grant period.
- b. In the case of a medical emergency, grantees may also request special emergency assistance not provided by the health and accident insurance policy.
- c. Grantees must provide insurance protection for their dependents at their own expense.
- d. It is recommended that the grantee obtain adequate insurance for personal property.
- e. Neither the Board, the U.S. Department of State, nor the Commission or post assumes responsibility for any injury, accident, or illness (except as may be covered by any supplemental health and accident insurance provided under Section 841.4) any loss of personal property, or any other contingency which may befall the grantee or accompanying dependents during, or as a result of, the grantee's stay abroad, travel or other activities related to the grant.

841.5 Other Allowances

Grantees may receive an incidental allowance for the purchase of supplies and equipment and for other expenses deemed necessary by the Commission or post to the successful realization of the grantee's project, such as reference books, journals, office supplies (not including furniture), educational materials (e.g., maps, compact discs, tapes, films, slides, photographs), electronic equipment, secretarial services and limited translation services, limited publishing costs, and local travel essential to the completion of the project.

Non-expendable items purchased by the grantee with such allowances should remain with the host institution upon completion of the project, unless it is determined by the Commission or post that such items are essential to the grantee for completion of the project after the grant has expired.

841.6 Dependent Education Allowance

The Bureau will administer a program to provide educational allowances for school-age dependent children in certain non-Commission countries. The purpose of this allowance is to permit accompanying dependent children to attend an English language school in the host country.

Commissions are encouraged, where appropriate, to provide such an allowance to grantees to their countries.

842 Grants to Two Members of the Same Family

a. When two members of the same family receive grants both will constitute a single household abroad, but each will receive the allowance normally given a single grantee. However, only one of the grantees may receive a supplement for accompanying dependents.

b. When the spouse of a teacher is recommended by the Commission or post for a grant outside the usual competition, either before the grantee's departure from the United States or after arrival in the host country, the Commission or post may request that the spouse be nominated according to regular procedures. If such a nominee (spouse) is selected by the Board, the nominee will receive the benefits and allowances of a single grantee dating from the time of selection. Travel allowance will not be granted retroactively.

843 Duration of Benefits

843.1 Stipends and Allowances

Stipends and allowances (other than a travel allowance) will (1) commence on the date of the grantee's arrival in the host country, or, for persons already in the host country, on the date the grant period begins and (2) terminate on the grantee's departure from the host country or on completion of the project, whichever is earlier.

843.2 Health and Accident Insurance

The supplemental health and accident insurance described in Section 841.4 will terminate upon the grantee's arrival back in the United States or on completion of the project, whichever is earlier.

843.3 Travel for Grantees Remaining Abroad after Expiration of Grant

If a grantee requests and receives permission from a Commission or post and the Bureau to remain abroad after the grant has expired, return transportation may be extended, but any increase in cost of travel after the initial period of the grant must be borne by the grantee. See Remaining Abroad After Grant Expiration (Section 835).

843.4 Early Departure of Grantee

If the Commission or post permits early departure of a grantee, provision of return transportation is at the discretion of the Commission or post, except as specified in Section 837.

843.5 Travel for Renewal Grants

Recipients of renewal grants are not entitled to travel beyond that provided in the original grant, except that any increase in the cost of return travel will be borne by the Commission or post.

844 Benefits from Other Sources

844.1 Restrictions on Employment and Other Remunerative Activities

A grantee may not accept employment or other remuneration for the duration of his/her Fulbright grant without advance written approval of the Commission or post. In special cases, and only with prior written approval of the Commission or post, a grantee may accept fees or other remuneration for work related to the Fulbright grant, provided such work does not conflict with the responsibilities under the grant or host country visa regulations.

844.2 Reporting Other Grants, Scholarships, and Salaries

A grantee must report to the cooperating agency and to the sponsoring Commission, if applicable, all scholarships, fellowships, grants, or salaries from other sources, in U.S. dollars or in foreign currency, received by the grantee during or with respect to the Fulbright grant period. Adjustments to the Fulbright grant package may be made if benefits received from other sources duplicate benefits provided by the Fulbright grant.

844.3 Honoraria or Other Fees for Consultations, Guest Lectures and Presentations

a. Any honoraria or other fees received abroad for special guest lectures or similar events during the grant period may be accepted by the grantee, subject to the concurrence of the sponsoring Commission or post. The grantee should inform the Commission or post of any such offer.

b. A grantee who is invited by a Commission, post or sponsoring institution to lecture or consult in another country during the grant period may receive travel expenses and per diem, but not honoraria, from the host Commission, post or sponsoring institution.

844.4 Fundraising Guidelines

a. A grantee may not engage in in-person, print, and/or electronic fundraising or solicitation of gifts for personal benefit using his/her Fulbright affiliation, the Fulbright Program name, or the Fulbright Program logo. A grantee may seek additional funding to offset costs not covered by the grant as long as the solicitations are not for costs that would duplicate grant benefits and do not include a reference to the grantee's Fulbright affiliation, the Fulbright Program name, or the Fulbright Program logo.

b. Subject to prior written approval from the grantee's host Commission or post, a grantee may mention his/her Fulbright affiliation when soliciting for a third-party charitable or humanitarian cause (for example, Books for Africa), but should avoid giving any impression that the Fulbright Program, the Government of the United States, or any agency representing it has endorsed the cause or approved the content of the in-person, print, and/or electronic solicitation.

844.5 U.S. Government Employees

a. A grantee on leave without pay from U.S. government employment may receive all benefits normally provided to grantees.

b. If the grantee continues to receive compensation from the employer agency, compensation and benefits under the Fulbright grant may be adjusted accordingly.

844.6 Sabbatical Leave

No deduction will be made from grants for sabbatical salary. The Board encourages educational institutions and private foundations and organizations in the United States to pursue a liberal policy with respect to permitting recipients of grants under the Fulbright Program also to retain sabbatical benefits, or dollar grants from private foundation funds during the term of the grant.

844.7 Federal Retirees

No deduction will be made from grants because of dollar funds received by the grantee as benefits derived from the Civil Service or Foreign Service retirement systems [Civil Service Retirement System, 5 U.S.C. 8344(a); Federal Employees Retirement System, 5 U.S.C. 8468; Foreign Service Retirement and Disability System, 22 U.S.C. 4041; Foreign Service Pension System, 22 U.S.C. 4071].

850 INCOME TAX LIABILITY

Grantees will be responsible for determining their individual U.S. income tax liability resulting from their grant. The extent of liability is set forth in the Internal Revenue Code of 1954, as amended.

860 RESPONSIBILITIES AND RIGHTS OF GRANTEES

As provided in U.S. law, all recipients of Fulbright academic exchange grants will have full academic and artistic freedom, including freedom to write, publish, and create, and no grant made by the Board may be revoked or diminished on account of the political views expressed by the recipient or on account of any scholarly or artistic activity that would be subject to the protections of academic and artistic freedom normally observed in universities in the United States. It is the policy of the Board to ensure that the academic and artistic freedoms of all persons receiving grants are protected.

Grantees are responsible for observing satisfactory academic and professional standards and for maintaining a standard of conduct and integrity that is in keeping with the spirit and intent of the Fulbright Program and that will contribute positively to the promotion of mutual understanding between the peoples of the United States and those of other countries. Grant recipients are expected to obey the laws of the United States.

A person accepting a grant is not by virtue thereof an official or employee of the U.S. Department of State or other agency of the Government of the United States of America, or of an agency of the government of the home country.

870 PUBLICATIONS RESULTING FROM GRANT

The Board welcomes the publication and dissemination through the usual channels of the results of research and other educational activities financed under the Fulbright Program. Authors should take care to avoid any impression that the Government of the United States or any agency representing it has endorsed the conclusions or approved the contents of the publication.