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International Tax [1]

The International Tax Office provides many resources to assist you in meeting your U.S. tax obligations.

Whether you're new to the U.S. — or just new to CU — international employees and students ha you can meet your

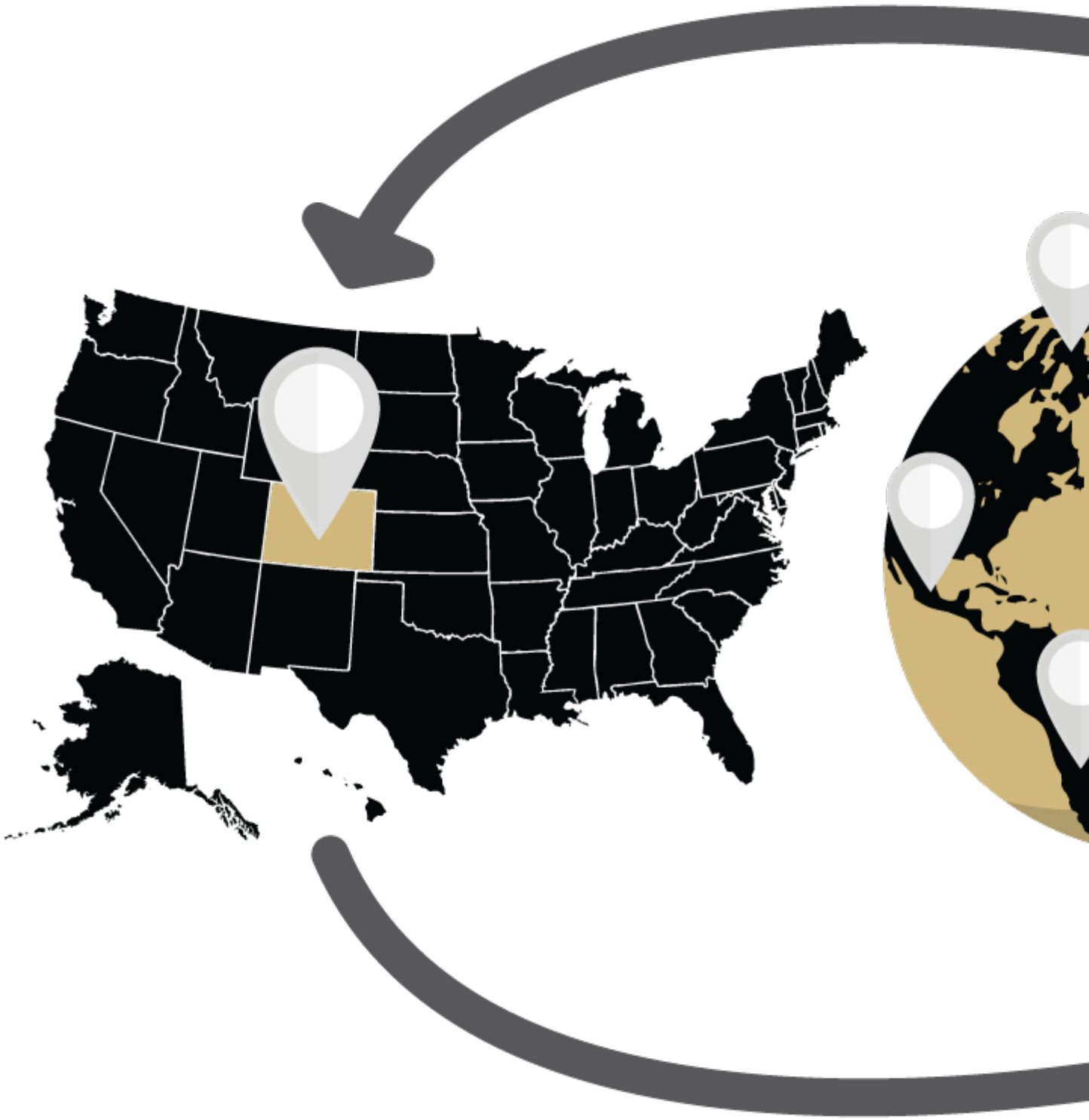


[2]



[3]

What is the difference between a CU International Employee and a CU Global Worker?



CU International Employees

- **Resident or nonresident alien** working **inside** the United States and paid through the Human Capital Management (HCM) system
- Subject to U.S. taxation, labor and employment laws
- *Compliance resource: International Tax

CU Global Worker

- **Any** employee working **outside** the United States is expected to be paid through the Employer of Record (EOR): Safeguard Global [4]
- Subject to taxation, labor and employment laws **in the country in which they are working**
- *Compliance resource: Safeguard Global [4]

CU is not a global employer and is unable to service employees working from outside the U.S. Remote work from abroad may be possible through partnership with Safeguard Global, to ensure the university's compliance with foreign tax requirements, but requires careful advanced consideration and commitment by the hiring department. In addition to exposing the university to compliance risk, use of the inappropriate compliance resource may have significant negative tax implications for the employee or worker. See Updated Employee Services guidance [5] regarding taxation of nonresident aliens working outside the U.S. for additional information.

Groups audience:
Employee Services
Right Sidebar:
ES: International Tax Contact NEW
ES: Payroll Contact

Source URL:https://www.cu.edu/employee-services/international-tax

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[5] https://www.cu.edu/docs/taxation-nonresident-aliens-working-outside-us