



SMU | INTERNATIONAL STUDENT & SCHOLAR SERVICES

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Volunteering at SMU:

What is volunteering: Under the Fair Labor Standards Act (FLSA) guidelines, volunteers are individuals who donate their services to non-profit organizations, usually on a part-time basis, for public service, religious or humanitarian objectives, not as employees and without any contemplation of pay.

How to determine volunteering?

- Is the worker motivated by a personal civic, humanitarian, charitable, religious or public-service motive?
- Are the services performed typically associated with volunteer work?
- Are the services provided different from those typically performed by paid workers?
- Are the hours of service less than full time?
- Does the department exert control over the volunteer while she or he is performing services?
- Does the volunteer typically arrange his or her own schedule to provide services when it is convenient for the volunteer?

If you answered NO to any of the above questions below, the individual is probably not a volunteer and should be compensated.

International students as volunteers: Students who continue working on-campus upon their program completion date and **BEFORE** they receive their OPT/EAD card will be terminated in SEVIS for working without employment authorization. Supervisors are also responsible for making sure an international student is eligible to work on-campus. If an international student wishes to **volunteer**, please make sure to determine whether those activities are considered volunteering as determined above.