



DEPARTMENT OF THE NAVY
BOARD FOR CORRECTION OF NAVAL RECORDS
701 S. COURTHOUSE ROAD, SUITE 1001
ARLINGTON, VA 22204-2490



Docket No: 1454-21
Ref: Signature Date



Dear Petitioner:

This is in reference to your application for correction of your naval record pursuant to Section 1552 of Title 10, United States Code. After careful and conscientious consideration of relevant portions of your naval record and your application, the Board for Correction of Naval Records (Board) found the evidence submitted insufficient to establish the existence of probable material error or injustice. Consequently, your application has been denied.

A three-member panel of the Board, sitting in executive session, considered your application on 26 October 2021. The names and votes of the members of the panel will be furnished upon request. Your allegations of error and injustice were reviewed in accordance with administrative regulations and procedures applicable to the proceedings of this Board. Documentary material considered by the Board consisted of your application, together with all material submitted in support thereof, relevant portions of your naval record, and applicable statutes, regulations, and policies.

The Board carefully considered your request to remove your 26 July 2019 Administrative Remarks (page 11) 6105 counseling entry. The Board considered your contention that based upon the Staff Judge Advocate's (SJA's) recommendation, your page 11 entry should have been a Non-Punitive Letter of Caution (NPLOC). As evidence, you furnished your former commanding officer's endorsement to the command investigation and correspondence from your current chain of command.

The Board, however, determined that your page 11 entry is valid. In this regard, the Board noted that pursuant to the Marine Corps Separation and Retirement Manual (MARCORSEPMAN), you were issued a page 11 entry counseling you for failing to effectively work with your fellow Staff Non-Commissioned Officers (SNCOs) and for fostering a toxic work environment which subjected Marines to demeaning, demoralizing and belittling treatment by one of their Non-Commissioned Officers (NCOs). The entry also noted that you failed to ensure the welfare of your Marines, resulting in numerous disciplinary infractions and your sections reduced ability to accomplish its assigned mission effectively. The Board also noted that you were properly counseled and determined that the contested entry was written and issued according to the

MARCORSEPMAN. Specifically, the entry provided written notification concerning your deficiencies, specific recommendations for corrective action, where to seek assistance, the consequences for failure to take corrective action, the consequences for failure to complete your enlistment contact with an honorable characterization of service, and it afforded you the opportunity to submit a rebuttal. Moreover, your commanding officer (CO) determined that your misconduct was a matter essential to record, as it was his/her right to do. The Board noted, too, that you acknowledged your page 11 entry and elected not to submit a statement. The Board determined that your election indicates that you fully understood the content of the page 11 entry. The Board also determined that your CO was not bound by the SJA's recommendation, that your CO had sufficient knowledge of the circumstances, and acted within his/her discretionary authority when issuing your page 11 entry. Accordingly, the Board concluded that there is no probable material error, substantive inaccuracy, or injustice warranting corrective action.

You are entitled to have the Board reconsider its decision upon submission of new matters, which will require you to complete and submit a new DD Form 149. New matters are those not previously presented to or considered by the Board. In this regard, it is important to keep in mind that a presumption of regularity attaches to all official records. Consequently, when applying for a correction of an official naval record, the burden is on the applicant to demonstrate the existence of probable material error or injustice.

Sincerely,

11/18/2021

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Executive Director

Signed by: █