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**UNITED STATES AIR FORCE  
BOARD FOR CORRECTION OF MILITARY RECORDS**

**ADDENDUM TO RECORD OF PROCEEDINGS**

**IN THE MATTER OF:**

**DOCKET NUMBER:** BC-2016-00428-2

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**COUNSEL:** NONE

**HEARING REQUESTED:** NO

**APPLICANT’S REQUEST**

The Board reconsider his request to change his reentry (RE) code to allow him to reenter the service.

**RESUME OF THE CASE**

The applicant is a former Air Force airman basic (E-1) who was discharged with an uncharacterized entry-level separation (ELS) on 7 Oct 10 after serving 4 months and 20 days of active duty. His narrative reason for separation is “Adjustment Disorder” and his RE code is “2C” which denotes involuntarily separated with an honorable discharge; or entry level separation without characterization of service.

On 11 May 17, the Board considered and denied his request to change his RE code to allow him to reenlist; finding the applicant had provided insufficient evidence of an error or injustice to justify relief. The Board adopted the rationale and recommendation of AFPC/DP3ST who noted his RE code of 2C was based on his ELS and uncharacterized character of service

For an accounting of the applicant’s original request and the rationale of the earlier decision, see the AFBCMR Letter and Record of Proceedings at Exhibit E.

On 3 Apr 24, the applicant requested reconsideration of his request to change his RE code to allow him to reenlist. He urges the Board to reconsider his request, recognizing mental health complexities and granting clemency for continued military service which would be fair and equitable. In support of his request, he submitted a mental health evaluation, dated 17 Aug 23, which indicated he was given a diagnosis of unspecified mental disorder due to the fact he exhibited no symptoms suggestive of any mental illness as described by the Work-Pr... Adult Needs and Strengths Assessment (ANSA), Daily Living Activities (DLA) 20, Patient Health Questionnaire (PHQ) 9, and the Diagnostic and Statistical Manual of Mental Disorders, Fifth Edition, Text Revision (DSM 5 TR). Any issues from the past, appear to be situational issues.

The applicant’s complete submission is at Exhibit F.

**AFBCMR Docket Number BC-2016-00428-2**

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POC: [SAF.MRBC.Workflow@us.af.mil](mailto:SAF.MRBC.Workflow@us.af.mil)

## APPLICABLE AUTHORITY/GUIDANCE

Per Air Force Instruction (AFI) 36-2606, *Reenlistments in the United States Air Force*, paragraph 5.12, RE codes determine whether or not airmen may reenlist, or enlist in a military service at a later time. They are annotated on military discharge documents and document the airman's RE code at the time of discharge.

Per Department of the Air Force Manual (DAFMAN) 36-2032, *Military Recruiting and Accession*, paragraph 3.4.1, for enlistment waiver authority, the AETC/SG (or appropriate Regular Air Force major command Surgeon General), ANG Command Surgeon (NGB/SG), or AFRC Command Surgeon (AFRC/SG), as appropriate, is the authority to waive physical standards for enlistment in accordance with AFI 48-123, *Medical Examinations and Standards*. Per paragraph 3.7.1.1, the applicant's ability to enlist is determined by reviewing prior service reenlistment eligibility codes and other factors. Individual components will do a service eligibility determination to determine applicant's eligibility. Per paragraph 3.7.2, a waiver is a formal request to consider the suitability for service of an applicant who because of inappropriate conduct or morals violations, dependency status, current or past medical conditions may not be qualified to serve. Upon the completion of a thorough examination using a "whole person" review, the applicant may be granted a waiver if the applicant has displayed sufficient mitigating circumstances that clearly justify waiver consideration. For medical conditions, this may require a new physical examination with appropriate medical evaluation to determine medical qualification to enter the Air Force per Department of Defense Instruction (DoDI) 6130.03, *Medical Standards for Appointment, Enlistment, or Induction in the Military Services*, and AFI 48-123.

On 3 Sep 14, the Secretary of Defense issued a memorandum providing guidance to the Military Department Boards for Correction of Military/Naval Records as they carefully consider each petition regarding discharge upgrade requests by veterans claiming PTSD. In addition, time limits to reconsider decisions will be liberally waived for applications covered by this guidance.

On 25 Aug 17, the Under Secretary of Defense for Personnel and Readiness (USD P&R) issued clarifying guidance to Discharge Review Boards and Boards for Correction of Military/Naval Records considering requests by veterans for modification of their discharges due in whole or in part to mental health conditions [PTSD, Traumatic Brain Injury (TBI), sexual assault, or sexual harassment]. Liberal consideration will be given to veterans petitioning for discharge relief when the application for relief is based in whole or in part on the aforementioned conditions.

Under Consideration of Mitigating Factors, it is noted that PTSD is not a likely cause of premeditated misconduct. Correction Boards will exercise caution in weighing evidence of mitigation in all cases of misconduct by carefully considering the likely causal relationship of symptoms to the misconduct. Liberal consideration does not mandate an upgrade. Relief may be appropriate, however, for minor misconduct commonly associated with the aforementioned mental health conditions and some significant misconduct sufficiently justified or outweighed by the facts and circumstances.

Boards are directed to consider the following main questions when assessing requests due to mental health conditions including PTSD, TBI, sexual assault, or sexual harassment:

- a. Did the veteran have a condition or experience that may excuse or mitigate the discharge?
- b. Did that condition exist/experience occur during military service?
- c. Does that condition or experience actually excuse or mitigate the discharge?
- d. Does that condition or experience outweigh the discharge?

On 23 Sep 24, the Board staff provided the applicant a copy of the liberal consideration guidance (Exhibit I).

AFI 36-3208, *Administrative Separation of Airmen*, dated 9 Jul 04, describes the authorized service characterizations that were applicable at the time of the applicant's separation.

**Honorable.** The quality of the airman's service generally has met Air Force standards of acceptable conduct and performance of duty or when a member's service is otherwise so meritorious that any other characterization would be inappropriate.

**Entry Level Separation.** Airmen are in entry level status during the first 180 days of continuous active military service or the first 180 days of continuous active military service after a break of more than 92 days of active service. Determine the member's status by the date of notification; thus, if the member is in entry level status when initiating the separation action, describe it as an entry level separation unless:

- A service characterization of under other than honorable conditions is authorized under the reason for discharge and is warranted by the circumstances of the case; or
- The Secretary of the Air Force determines, on a case-by-case basis, that characterization as honorable is clearly warranted by unusual circumstances of personal conduct and performance of military duty.

## AIR FORCE EVALUATION

The AFRBA Psychological Advisor finds insufficient evidence to support the applicant's request for the desired changes to his records based on his mental health condition. Although there is no error or injustice with his discharge, "Adjustment Disorder" is currently listed as his narrative reason for separation on his DD Form 214. For privacy reasons, the Psychological Advisor recommends the Board change his narrative reason to "Condition, Not a Disability" which is an alternative but also the actual reason for his discharge.

The applicant's service treatment records revealed he reported experiencing symptoms of stress (or situational stressors) caused by the military training environment, loss of a relationship, and job dissatisfaction. His difficulties adjusting to these stressors resulted in him being diagnosed with adjustment disorder with anxiety and depressed mood and receiving brief psychotherapy treatment during service. His reporting of his stressors causing his discharge was somewhat

consistent through time; he had reported to the AFBCMR from his first petition, he was under duress due to his age and leaving home at the time of his discharge and reported during his recent mental health evaluation in 2023, he left his hometown for the first time and had difficulties adjusting to the Air Force. Once his situational stressors, especially the military environment, were removed from his life, he no longer felt anxious and depressed. This is evidenced by no records confirming he continued to feel anxious and depressed or needed continuous mental health treatment following his discharge from service. His recent mental health evaluation also confirmed he did not exhibit any symptoms suggestive of any mental illnesses. There is no evidence his diagnosis of an adjustment disorder given during service was made in error. The applicant had a history of attention deficit disorder (ADD) and took psychotropic medications for this condition prior to service. This condition existed prior to service (EPTS) as evidenced by a review of his civilian treatment records by his military provider confirming his diagnosis of ADD and/or attention deficit hyperactivity disorder (ADHD), and treatment and requiring and receiving approval for a waiver for this EPTS condition to continue with military service and training. There is no evidence his EPTS condition of ADD or ADHD was aggravated by his military service.

Furthermore, while his EPTS condition of ADD/ADHD is also an unsuiting condition, this condition did not cause or was a contributing factor to his discharge. He was discharged for having an unsuiting mental health condition of an adjustment disorder. This condition did cause his discharge but does not excuse or mitigate his discharge. Thus, there is no error or injustice identified with his discharge from a mental health perspective.

Liberal consideration is applied to the applicant's petition due to his contention of having complex mental health. It is reminded that liberal consideration does not mandate an upgrade per policy guidance. The following are responses to the four questions from the Kurta Memorandum from the information presented in the records for review:

1. Did the veteran have a condition or experience that may excuse or mitigate the discharge?  
The applicant requested reconsideration of his discharge, highlighting dedication despite challenges, recognize mental health complexities, and granting clemency for continued military service. He expressed a desire to serve in the military again. He did not clarify his mental health complexities or the mental health condition he had and how his mental health condition may excuse or mitigate his discharge.
2. Did the condition exist or experience occur during military service?  
There are records the applicant had an EPTS condition of ADD and used medications to treat this condition prior to service. He requested and was granted a waiver for this condition to remain in the military. There is no evidence this EPTS condition was aggravated by his military service. The applicant was evaluated and received brief individual psychotherapy treatment services during service for having stress and difficulties adjusting to the military environment, loss of relationship, and job dissatisfaction. He was diagnosed with adjustment disorder with anxiety and depressed mood during service.
3. Does the condition or experience excuse or mitigate the discharge?  
The applicant had an unsuiting mental health condition identified as adjustment disorder with anxiety and depressed mood due to his difficulties adjusting to this military, loss of relationship,

and job dissatisfaction. There is no error or injustice identified with this diagnosis. His unsuited mental health condition caused his administrative separation but does not excuse or mitigate his discharge.

4. Does the condition or experience outweigh the discharge?

Since his mental health condition does not excuse or mitigate his discharge, his mental health condition also does not outweigh his original discharge. He was furnished with an "Uncharacterized" character of service and RE code of 2C because he was discharged under ELS for serving less than 180 days of continuous active military service. His character of service and RE code were consistent with past regulations of AFI 36-3208, the regulation he was discharged under, and the present regulation of DAFI 36-3211, *Military Separations*. There is no error or injustice identified with his character of service and RE code so his request for an upgrade of his discharge and RE code is not supported.

The complete advisory opinion is at Exhibit G.

#### **APPLICANT'S REVIEW OF AIR FORCE EVALUATION**

The Board sent a copy of the advisory opinion to the applicant on 23 Sep 24 for comment (Exhibit H) but has received no response.

#### **FINDINGS AND CONCLUSION**

1. The application was timely filed.
2. The applicant exhausted all available non-judicial relief before applying to the Board.
3. After reviewing all Exhibits, the Board remains unconvinced the evidence presented demonstrates an error or injustice. The Board concurs with the rationale and recommendation of the AFRBA Psychological Advisor and finds a preponderance of the evidence does not substantiate the applicant's contentions. The applicant has provided no evidence which would lead the Board to believe his RE code was contrary to the provisions of the governing regulation at the time of his separation. He was correctly diagnosed with an unsuited mental health condition for which he was administratively separated. The Board understands the applicant's desire to remove the RE code claiming his mental health condition no longer exists; however, the RE code annotated on his DD Form 214 represents the conditions under which he was separated and is not subject to change unless an error was made in the original annotation. This decision does not preclude the applicant from pursuing a medical waiver through recruiting services for reentry into the military as outlined in DAFMAN 36-2032. Each component can waive the RE code and enlist an individual if they determine the needs of the component outweigh the reason for the RE code condition/risks. Even though it appears the applicant's mental health condition for which he was originally discharged for no longer exists; the AFBCMR is not the reenlistment waiver authority. Therefore, the Board recommends against correcting the applicant's record to change to his RE code.

However, the Board recognizes the potential stigma and notes the AFRBA Psychological Advisor's recommendation the applicant's record be corrected to change the narrative reason of "Adjustment Disorder" to "Condition, Not a Disability" which is the actual reason for his discharge. Therefore, the Board recommends correcting his record as indicated below.

**RECOMMENDATION**

The pertinent military records of the Department of the Air Force relating to APPLICANT be corrected to show on 7 Oct 10, he was discharged with a separation code and corresponding narrative reason for separation of JFV (Condition, Not A Disability).

However, regarding the remainder of the applicant's request, the Board recommends informing the applicant the evidence did not demonstrate material error or injustice, and the application will only be reconsidered upon receipt of relevant evidence not already considered by the Board.

**CERTIFICATION**

The following quorum of the Board, as defined in Department of the Air Force Instruction (DAFI) 36-2603, *Air Force Board for Correction of Military Records (AFBCMR)*, paragraph 2.1, considered Docket Number BC-2016-00428-2 in Executive Session on 15 Jan 25:

Work-Product	Panel Chair
Work-Product	Panel Member
Work-Product	Panel Member

All members voted to correct the record. The panel considered the following:

- Exhibit E: Record of Proceedings, w/ Exhibits A-D, dated 11 May 17.
- Exhibit F: Application, DD Form 149, w/atchs, dated 3 Apr 24.
- Exhibit G: Advisory Opinion, AFRBA Psychological Advisor, dated 18 Sep 24.
- Exhibit H: Notification of Advisory, SAF/MRBC to Applicant, dated 23 Sep 24.
- Exhibit I: Letter (Liberal Consideration Guidance, SAF/MRBC to Applicant, dated 23 Sep 24.

Taken together with all Exhibits, this document constitutes the true and complete Record of Proceedings, as required by DAFI 36-2603, paragraph 4.12.9.

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<hr style="width: 100%;"/> Board Operations Manager, AFBCMR Signed by: USAF	