



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

RECORD OF PROCEEDINGS

IN THE MATTER OF:

DOCKET NUMBER: BC-2024-01555

COUNSEL: NONE

HEARING REQUESTED: NO

APPLICANT'S REQUEST

1. His narrative reason for separation be corrected to Secretarial Authority.
2. His reentry (RE) code be changed.

APPLICANT'S CONTENTIONS

He requests liberal consideration due to an injustice or inequity. The designation of a personality disorder as the reason for his separation has had significant ramifications for his civilian life and career opportunities. Many employers view individuals with mental health conditions through a stigmatized lens, leading to unfair discrimination and barriers to employment. As a result, he has encountered challenges in securing meaningful employment and pursuing his desired career path. He believes the current narrative reason for separation has unjustly impacted his job and life prospects, and also believes it violates his health privacy. Furthermore, the record does not accurately reflect the challenges he faced in the military. His DD Form 214, *Certificate of Release or Discharge from Active Duty*, has been a constant reminder of trauma for him. After careful consideration and consultation with other discharged veterans, he felt it was an injustice to be stigmatized because a mental health reason was present on his DD Form 214.

The applicant's complete submission is at Exhibit A.

STATEMENT OF FACTS

The applicant is a former Air Force airman (E-2).

On 3 Jun 99, the applicant's commander recommended the applicant be discharged from the Air Force, under the provisions of AFI 36-3208, *Administrative Separation of Airmen*, paragraph 5.11.1 for a mental disorder. The reason for the action was based on a mental health evaluation he underwent on 3 May 99. Specifically, he was diagnosed with a conduct disorder, mild, with an adolescent onset. The psychologist also noted he was experiencing occupational problems. As a

[REDACTED]

result of the evaluation, it was recommended he be discharged and permanently suspended from weapon bearing duties due to psychological or behavioral instability.

On 18 Jun 99, the discharge authority directed the applicant be discharged for a mental disorder, with an honorable discharge. Probation and rehabilitation were considered but not offered. On the same date, the applicant received an honorable discharge. His narrative reason for separation is "Personality Disorder" with a RE code of "3C," which denotes first term airman not yet considered under the Selective Reenlistment Program (SRP) -do not separate airmen with this code. He was credited with 10 months and 6 days of total active service.

For more information, see the excerpt of the applicant's record at Exhibit B and the advisory at Exhibit D.

APPLICABLE AUTHORITY/GUIDANCE

Per AFI 36-2606, *Reenlistment in the United States Air Force*, dated 21 Sep 98, Table 3.3, *Conditions Barring Immediate Reenlistment (RE-3 Series)*, the RE code of "3C" denotes first-term airman not yet considered under the SRP (do not separate airmen with this RE code). Table 3.2, *Conditions Barring Immediate Reenlistment (RE-2 Series)*, RE code "2C" denotes involuntarily separated with an honorable discharge; or entry level separation without characterization of service.

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 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:

- [REDACTED]
- 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 12 Nov 24, the Board staff provided the applicant a copy of the liberal consideration guidance (Exhibit C).

AIR FORCE EVALUATION

The AFRBA Psychological Advisor finds no error or injustice with the applicant's administrative discharge from a mental health perspective. A review of the available records finds no evidence of an error or injustice with the applicant's administrative discharge from service for having an unsuiting mental health condition. He was command-directed to a mental health evaluation and the results of the evaluation yielded diagnoses of conduct disorder and occupational problem. He was noted to have features of antisocial personality disorder but was not given a confirmed personality disorder diagnosis. The rationale for his diagnoses was not clearly clarified in the mental health evaluation report to his commander but was most likely provided in his evaluation notes located in his service treatment records, which were not available for review. There is no evidence his mental disorder diagnoses were made in error, and the burden of proof is placed on the applicant to demonstrate his diagnoses were made incorrectly or were inaccurate. He submitted no records to convincingly dispute his diagnoses. He was recommended and discharged from service for having an unsuiting mental health condition of conduct disorder, causing him to have occupational problems. He was not discharged for having an unsuiting personality disorder, which was the reason listed on his narrative reason for separation on his DD Form 214. Conduct disorder and personality disorder are both classified as unsuiting mental health conditions, and his current narrative reason, personality disorder, listed on his DD Form 214 was caused by an administrative error. Due to this identifiable error, the Psychological Advisor recommends changing his narrative reason for separation to "Condition Not a Disability." This narrative reason reflects the actual reason for his discharge, would provide him privacy, and is an acceptable narrative reason under liberal consideration. The applicant is requesting a change to "secretarial authority," but he did not provide any compelling evidence his discharge for having an unsuiting condition was made in error, his mental disorder diagnoses were made in error, or his mental health condition is stable. The decision to change his narrative reason is at the Board's discretion.

LIBERAL CONSIDERATION: Liberal consideration is applied to the applicant's petition due to his contention of a mental health condition. It is reminded liberal consideration does not mandate an upgrade or change to the record per policy guidance. The following are responses based on the available records to the four questions from the Kurta Memorandum:

1. Did the veteran have a condition or experience that may excuse or mitigate the discharge?

The applicant is requesting his narrative reason for separation be changed to secretarial authority due to the designation of personality disorder on his DD Form 214, which has had significant

[REDACTED]

ramifications on his civilian life and career opportunities. He believes the current narrative reason unjustly violates health privacy. He provided no records for review.

2. Did the condition exist or experience occur during military service?

The applicant's complete service treatment records are not available for review. His military records did contain documents showing he was command-directed to a mental health evaluation for expressing hatred towards his job, coworkers, and the Air Force, expressing homicidal ideation, and stating his propensity to cause harm to others. He was diagnosed with conduct disorder, mild, adolescent onset, and occupational problem on axis I and had no diagnosis, but antisocial personality features were annotated, on axis II. He was never given a confirmed or formal personality disorder diagnosis during service.

3. Does the condition or experience actually excuse or mitigate the discharge?

The applicant's conduct disorder, causing him to have occupational problems and not personality disorder, was the cause and reason for his discharge. Both conditions, conduct disorder and personality disorder, are unsuiting mental health conditions for continued military service resulting in an administrative discharge. Thus, there is no error or injustice with his administrative discharge and no error identified with his mental disorder diagnosis. His mental health condition of conduct disorder caused his discharge but does not excuse or mitigate his discharge.

4. Does the condition or experience outweigh the discharge?

Since there is no error or injustice identified with the applicant's administrative discharge for having an unsuiting mental health condition, his mental health condition does not outweigh his original administrative discharge. There is, however, an administrative error with the narrative reason for the separation of "Personality Disorder," currently listed on his DD Form 214, as this is not the correct reason for his discharge. Due to this error, the narrative reason for his separation should be corrected to "Condition Not a Disability".

The complete advisory opinion is at Exhibit D.

APPLICANT'S REVIEW OF AIR FORCE EVALUATION

The Board sent a copy of the advisory opinion to the applicant on 30 Jan 25 for comment (Exhibit E) but has received no response.

FINDINGS AND CONCLUSION

1. The application was not timely filed but the untimeliness is waived because it is in the interest of justice to do so. Therefore, the Board declines to assert the three-year limitation period established by 10 U.S.C. Section 1552(b).

2. The applicant exhausted all available non-judicial relief before applying to the Board.

[REDACTED]

3. After reviewing all Exhibits, the Board concludes the applicant has presented evidence sufficient to demonstrate an error regarding part, but not all, of his request. In particular, his narrative reason for separation of “Personality Disorder” on his DD Form 214 is in error, as this is not the correct reason for his discharge. However, the applicant was correctly diagnosed with conduct disorder and occupational problems to which “Condition, Not a Disability” more closely aligns to his reason for discharge and not “Secretarial Authority” as the applicant requested. Additionally, the Board finds an error in the applicant’s RE code as this code annotated on his DD Form 214 is not used once a determination is made to separate. The applicant was involuntarily separated due to an unsuiting mental health condition; therefore, the Board finds the RE code of “2C” more closely aligns to the applicant’s reason for separation. Therefore, the Board recommends correcting the applicant’s records as indicated below.

RECOMMENDATION

The pertinent military records of the Department of the Air Force relating to APPLICANT be corrected to show on 18 Jun 99, he was discharged with a separation code and corresponding narrative reason for separation of JFV (Condition, Not a Disability) with a reentry code of “2C” which denotes involuntarily separated with an honorable discharge; or entry level separation without characterization of service.

CERTIFICATION

The following quorum of the Board, as defined in DAFI 36-2603, *Air Force Board for Correction of Military Records (AFBCMR)*, paragraph 2.1, considered Docket Number BC-2024-01555 in Executive Session on 21 May 25:

[REDACTED], Panel Chair
[REDACTED], Panel Member
[REDACTED], Panel Member

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

- Exhibit A: Application, DD Form 149, dated 25 Apr 24.
- Exhibit B: Documentary Evidence, including relevant excerpts from official records.
- Exhibit C: Letter, SAF/MRBC, w/atchs (Post-Service Request and Liberal Consideration Guidance), dated 12 Nov 24.
- Exhibit D: Advisory Opinion, AFRBA Psychological Advisor, dated 15 Jan 25.
- Exhibit E: Notification of Advisory, SAF/MRBC to Applicant, dated 30 Jan 25.

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.

6/6/2025

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Board Operations Manager, AFBCMR
Signed by: USAF

AFBCMR Docket Number BC-2024-01555