

SUMMARY: The Applicant was discharged on 03 May 2024 in accordance with Department of the Air Force Instruction 36-3211, *Military Separations*, with a Under Honorable Conditions - (General) discharge for Unsatisfactory Performance. The Applicant appealed for a change to the reentry code.

The Applicant requested the Board be completed based on a records only review. The Board was conducted on 07 November 2024. The Applicant was not represented by counsel.

The attached examiner's brief (provided to applicant only), extracted from available service records, contains pertinent data regarding the circumstances and character of the Applicant's military service.

DISCUSSION: The Discharge Review Board (DRB), under its responsibility to examine the propriety and equity of an applicant's discharge, is authorized to change the characterization of service and the narrative reason for discharge if such changes are warranted. If applicable, the Board can also change the Applicant's reentry code. In reviewing discharges, the Board presumes regularity in the conduct of governmental affairs unless there is substantial credible evidence to rebut the presumption, to include evidence submitted by the Applicant. The Board completed a thorough review of the circumstances that led to the discharge and the discharge process to determine if the discharge met the pertinent standards of equity and propriety.

The Applicant's record of service included the following documented misconduct leading up to their discharge:

- Letter of Reprimand (LOR) for failure to report to duty at the time prescribed, three hours late.
- LOR for failure to report to duty at the time prescribed, 30 minutes late & insubordination to immediate supervisor.
- LOR for being AWOL for 24 hours and failure to contact anyone in the chain of command for four days.

The documentary evidence the Board considered as part of the review includes but is not limited to the DD Form 293, *Application for the Review of Discharge from the Armed Forces of the United States*, and any additional documentation submitted by applicant and/or counsel; the Applicant's personnel file from the Automated Records Management System (ARMS); and the DRB Brief detailing the Applicant's service information and a summary of the case.

The Applicant stated that they experienced difficulties with public speaking during their service and, since discharge, sought help from a speech pathologist to address and improve their stutter.

The DRB found that the Applicant's record reflected unsatisfactory performance and multiple instances of misconduct, including repeated tardiness, insubordination, and AWOL. These actions demonstrated a pattern of behavior that undermined military discipline and mission readiness. While the Applicant attributed their performance issues to difficulties with public speaking due to a stutter, the Board found no clear connection between the speech challenges and the misconduct. The Applicant had received remedial training and one-on-one support for their inability to pass the required job-specific qualification training. Still, these efforts did not result in sufficient improvement.

Additionally, the Board found the Applicant's lack of desire to continue serving raised concerns about their commitment to the mission and unit cohesion. The Board found no inequity or impropriety in the discharge, which was deemed appropriate for "Unsatisfactory Performance" and "Under Honorable Conditions (General)." Therefore, the Board upheld the discharge as warranted.

Additionally, the Board considered the factors laid out in the attachment to the Under Secretary of Defense memorandum, Guidance to Military Discharge Review Boards and Boards for Correction of Military/Naval Records Regarding Equity, Injustice, or Clemency Determinations, dated 25 June 2018, known as the “Wilkie Memo.” The Board considered the factors listed in paragraphs (6)(a)-(6)(l) and (7)(a)-(7)(r) of this memorandum and found no evidence of inequity or impropriety.

FINDING: The DRB voted unanimously to *deny* the Applicant’s request to change the reentry code.

Should the Applicant wish to appeal this decision, the Applicant must request a personal appearance before this Board before applying for relief to the Air Force Board for Correction of Military Records (AFBCMR). In accordance with DAFI 36-2603, *Air Force Board for Correction of Military Records*, all applicants before the AFBCMR must first exhaust available administrative avenues of relief before applying to the AFBCMR, otherwise their AFBCMR case will be administratively closed until such time that the Applicant avails themselves of the available avenue of relief. Therefore, should the Applicant wish to appeal this decision, they must first exercise their right to make a personal appearance before the AFDRB.

CONCLUSION: After a thorough review of the available evidence, to include the Applicant’s issues, summary of service, service/medical record entries, and discharge process, the Board found the discharge was proper and equitable. Therefore, the awarded characterization of service shall remain “Under Honorable Conditions - (General),” the narrative reason for separation shall remain “Unsatisfactory Performance,” and the reentry code shall remain “2B.” The DRB results were approved by the Presiding Officer on 28 November 2024. If desired, the Applicant can request a list of the Board members and their votes by writing to:

Air Force Review Boards Agency
Attn: Discharge Review Board
3351 Celmers Lane
Joint Base Andrews, MD 20762-6435

Instructions on how to appeal an AFDRB decision can be found at
<https://afrbaportal.azurewebsites.us>

Attachment:
Examiner's Brief (Applicant Only)

