

SUMMARY: The Applicant was discharged on 01 January 2018 in accordance with Air Force Instruction 36-3209, Separation and Retirement Procedures for Air National Guard and Air Force Reserve Members, with an Under Honorable Conditiong (General) Discharge for Unsatisfactory Participation . The Applicant appealed for an upgrade of their discharge characterization and a change to the discharge narrative reason.

The Applicant requested the Board be completed based on a records only review. The Board was conducted on 03 April 2025. 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 did not include any documented misconduct leading up to their discharge.

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 contends their discharge was improper due to the lack of leadership flexibility regarding their mandatory classes for their civilian job, which conflicted with their unit training assembly (UTA) schedule. The Applicant states their leadership was unwilling to provide an alternate work schedule and would only allow one UTA to be excused.

The Discharge Review Board (DRB) determined the Applicant's discharge was proper and equitable. Although the complete discharge package was unavailable for review, necessitating reliance on the presumption of regularity, the available administrative records proved sufficient for a thorough review. These records indicate the Applicant served for six years and was demonstrably aware of the monthly Unit Training Assembly (UTA) commitment. An evaluation contained within the records documented instances of the Applicant being Absent Without Leave (AWOL), failing to attend scheduled drills and other squadron functions, and noted multiple documented attempts by leadership to contact the Applicant. This documented record directly contradicts the Applicant's claims of insufficient communication and a lack of flexibility from their leadership. The Applicant failed to provide sufficient evidence, such as correspondence or witness statements, to substantiate their assertions. Without corroborating evidence, the DRB could not fully assess the Applicant's argument that leadership failed to accommodate their schedule. Consequently, the DRB denied the Applicant's request to upgrade their discharge characterization and change the narrative reason for separation.

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 upgrade their discharge characterization and to change the discharge narrative reason.

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 “6H.” The DRB results were approved by the Presiding Officer on 4 April 2025. 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

Attachment:
Examiner's Brief (Applicant Only)