

SUMMARY: The Applicant was discharged on 18 September 2019 in accordance with Air Force Instruction 36-3208, *Administrative Separation of Airmen*, with an Uncharacterized discharge for Condition, Not A Disability. The Applicant appealed for an upgrade of their discharge characterization, a change to the discharge narrative reason, and a change to the reentry code.

The Applicant requested the Board be completed based on a records only review. The Board was conducted on 21 January 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 DRB provided a notice to inform the service member of resources available to help answer their questions about the application process and/or to help them supplement their application, to include information on the types of evidence that can be submitted to support a claim; information regarding potential eligibility for mental health treatment and evaluation services offered by the Department of Veterans' Affairs (VA); general information regarding Veterans Service Organizations that may assist with DRB applications, and their right to retain counsel; a link to a database of legal services organizations that serve members of the military, veterans, and their families; the weblink to the VA's Directory of Veteran's Service Organizations; and information regarding reasonable accommodation requests from the DRB in the application and adjudication process.

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 "Entry Level Separation" is inequitable, as they served nearly 180 days and earned multiple honors during Basic Military Training, including the Air Force Training Ribbon and National Defense Service Medal. They argue the RE code "2C," requiring a waiver for re-enlistment, is unjust given their personal growth and professional success since discharge, including work in medical sales, business management, and pursuing a university degree. They request an upgrade to "Honorable," asserting their discharge stemmed from an isolated training difficulty and does not reflect their readiness to serve or their commitment to military values.

The Applicant provided the following documents in support of their claim:

Admission Letter for University of Tampa

Resume

LinkedIn Course Certificate

The DRB determined there was no evidence in the available records to support upgrading the applicant's discharge. The discharge was consistent with AFI 36-3208, which mandates an uncharacterized Entry Level Separation (ELS) for separations within the first 180 days of active duty. With a service duration of five months and three days, the applicant was ineligible for a service characterization.

While the board acknowledged the applicant's post-discharge growth, their lack of motivation to continue training during service, combined with a diagnosis of adjustment disorder, justified the discharge decision. The board found the discharge was properly executed and aligned with Air Force policy.

The board also noted that the assigned RE code of 2C, which requires a waiver for reenlistment, is not a bar to future service but ensures readiness and suitability. The waiver process remains the appropriate avenue for reentry.

LIBERAL CONSIDERATION: Due to the Applicant's contentions or evidence of a mental health diagnosis and/or experiences of sexual assault or sexual harassment and/or records documenting that one or more symptoms of mental health conditions and/or experiences of sexual assault or sexual harassment existed/occurred during military service found in the Applicant's record, the Board considered the case based on the liberal consideration (LC) standards required by guidance from the Office of the Under Secretary of Defense for Personnel and Readiness and 10 USC §1553. The Board included a member who is a physician, clinical psychologist, psychiatrist or social worker with training on mental health issues connected with post-traumatic stress disorder (PTSD) or traumatic brain injury (TBI) or other trauma. Specifically, the Board reviewed the four questions the Under Secretary of Defense provided that Boards should consider when weighing evidence in requests for modification of discharges due in whole or in part to mental health conditions, including PTSD; TBI; sexual assault, and sexual harassment. The Board considered the following:

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

The applicant contended "the type of separation 'entry level separation,' is inequitable because I served nearly 180 days, just below the threshold for an 'honorable' characterization." The applicant also contended "my discharge was based on one isolated period of difficulty during AFSC training, and I have since shown that I am fully capable of serving in the military, I now possess the maturity and understanding of the responsibilities required for service, as evidenced by my professional success and academic pursuits since separation. I want nothing more than to re-enlist without issues and dedicate my skills and leadership to serving my country again."

2. Did that condition exist/experience occur during military service?

A review of the applicant's in-service records revealed the applicant self referred to Behavior Analysis Services (BAS) seeking guidance on how to change career field designations and reported symptoms including worry, decreased sleep, tearfulness, and decreased motivation to continue in the training environment. The applicant's records revealed the applicant received the diagnosis, in service, of adjustment disorder.

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

A review of the applicant's DD214 revealed the applicant was discharged with an uncharacterized, entry level separation due a condition, not a disability with five months, three days time in service. A review of the applicant's in-service records revealed she was seen on multiple occasions by Behavior Analysis Services (BAS) and initially reported motivation to continue training and overcome reluctance to training environment and weapons bearing duties. The applicant's records revealed at subsequent follow-up sessions at BAS the applicant reported increased exacerbation of symptoms including worry, decreased sleep,

tearfulness, and decreased motivation to continue in the training environment. The applicant's records revealed the applicant received the diagnosis, in service, of adjustment disorder.

The applicant was discharged due to a condition, not a disability and received a re-entry code of 2C which, as the applicant acknowledged in her testimony to the board requires a waiver for re-entry into service. The Discharge Review Board is not the waiver authority for re-entry and will not opine on the applicant's current fitness for military service. At the "snapshot in time" of the applicant's service the applicant's records revealed the applicant exhibited and endorsed symptoms of a mental health condition that impaired her ability to effectively perform her military duties. Further, the applicant made it known she did not desire to continue her military training due to the stress of the training environment and her dislike of the career field she into which was placed. There is no evidence the applicant's discharge was improper or did not follow the requirements of Entry Level Separation IAW AFI 36-3208.

4. Does that condition, or experience outweigh the discharge?

There is no evidence the applicant's discharge was improper or did not follow the requirements of Entry Level Separation IAW AFI 36-3208. The applicant did not complete the entry level status of 360 days of service as detailed in AFI 36-3208, thus the characterization of the applicant's service was appropriately deemed as uncharacterized and the corresponding narrative reason for separation and re-entry code appropriately corresponded to the applicant's uncharacterized separation and were outweighed by a mental health condition.

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, to change the discharge narrative reason, and 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.

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

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 "Uncharacterized," the narrative reason for separation shall remain "Condition, Not A Disability," and the reentry code shall remain "2C." The DRB results were approved by the Presiding Officer on 23 January 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)