

SUMMARY: The Applicant was discharged on July 27, 2024 in accordance with Air Force Instruction 36-3208, *Administrative Separation of Airmen*, with an Under Honorable Conditions (General) Service Characterization for Misconduct (Minor Infractions). The Applicant requested an upgrade of their Service Characterization.

The Applicant requested the Board be completed based on a Record Review. The Board was conducted on December 18, 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, including evidence submitted by the Applicant. The Board thoroughly reviewed 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 Applicant's record of service included the following documented misconduct leading up to their discharge:

- Article 15 for failure to go, failed to report on time
- Letter of Reprimand for dereliction of duties, failed to properly identify/document during post-flight inspection
- Letter of Reprimand for failure to go, failed to report to mandatory CDC study time
- Letter of Reprimand for dereliction of duties, failed to report in dress uniform
- Letter of Reprimand for failure to go, failed to report to work on time
- Letter of Reprimand for dereliction in the performance of duties, failed to report in dress uniform
- Letter of Counseling for failure to go, failed to report mandatory CPR training
- Letter of Counseling for failing dorm inspection
- Letter of Counseling for dereliction of duties, failed to remain off cell phone at work

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 asserts that their performance in the Air Force was negatively impacted by undiagnosed sleep apnea and mental health challenges. They contended that those untreated medical conditions were the root cause

of the issues that led to their discharge. The Applicant therefore requests that the Board consider these mitigating health factors and grant an upgrade to their discharge status.

The DRB determined the discharge was proper and equitable. A review of the service record revealed a pattern of misconduct, including an Article 15, five Letters of Reprimand, and three Letters of Counseling for repeated infractions of failure to go and dereliction of duty. The Applicant contended that their misconduct stemmed from undiagnosed medical issues that impacted their performance. However, the Board found no evidence to support this claim, noting the absence of any mention of mental health events in the Applicant's official narratives or rebuttals. Furthermore, the medical documentation provided was not identifiable as belonging to the Applicant. Consequently, the Board denied the Applicant's request for an upgrade of their service characterization.

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 "due to undiagnosed sleep apnea and mental health challenges, I experienced significant difficulties during my time in the Air Force, which impacted my performance. These medical conditions, which were not properly addressed or treated at the time, contributed to the issues that led to my discharge. I am requesting an upgrade in my discharge status, considering the underlying health factors that affected my service."

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

A review of the Applicant's in-service records revealed the Applicant received mental health services during their time in service. The Applicant's records revealed the Applicant endorsed suicidal ideation after being informed of their administrative discharge due to misconduct and received outpatient therapy and intensive outpatient services during their discharge processing. The Applicant's records revealed the Applicant received the diagnosis, in service, of adjustment disorder with depressed mood.

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 a General character of service due to misconduct (minor infractions) with four years, four months, six days time in service. A review of the Applicant's discharge package revealed the Applicant received at least nine documented misconducts during their time in service. A review of the Applicant's response to their discharge notification revealed the Applicant took responsibility for the misconducts and noted they made "poor choices" that led to the discharge action.

Sleep apnea is a medical condition and outside of the purview of liberal consideration; the Board directs the Applicant to submit a request to the Board of Correction for Military Records (BCMR) if further request for review is desired regarding any contended error related to their discharge and their in service medical contention.

The Applicant's records revealed the Applicant reported symptom development in response to financial and occupational stressors. The Applicant also endorsed a history of maladaptive anger that began in childhood. There is no evidence a mental health condition caused the misconduct(s) that led to the Applicant's discharge. There is evidence the Applicant exhibited and endorsed difficulty adjusting to the military lifestyle and poor coping skills which may explain the Applicant's misconduct but it does not constitute a mitigating or excusing mental health condition; further there is no evidence of a mitigating mental health nexus between the Applicant's claimed "poor choices" and the misconducts for which they were discharged.

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

Because the Applicant's discharge was not mitigated or excused by a mental health condition, the Applicant's discharge was also not outweighed.

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 AND 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. The DRB voted unanimously to **deny** the Applicant's request. Therefore, the awarded Service Characterization shall remain "Under Honorable Conditions (General)," the Narrative Reason for separation shall remain Misconduct (Minor Infractions), and the Reentry Code shall remain 2B. The DRB results were approved by the Presiding Officer on January 20, 2026.

Should the Applicant wish to appeal this decision, they 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>

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)