

**SUMMARY:** The Applicant was discharged on December 22, 2023 in accordance with Department of the Air Force Instruction 36-3211, *Military Separations*, with an Under Honorable Conditions (General) Service Characterization for Unacceptable Conduct. The Applicant appealed for an upgrade of their Service Characterization and a change to the Reentry Code.

The Applicant requested the Board be completed based on a Record Review. The Board was conducted on July 22, 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 included the following documented misconduct leading up to their discharge:  
-Article 15 for making disparaging comments around their subordinates on the basis of race and national origin on divers occasions.

-Letter of Counseling (LOC) for making disparaging remarks to coworkers regarding other races and ethnicities, which constituted harassment on the basis of race, color, and national origin.

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 they took full responsibility for placing themselves in vulnerable situations and engaging in conversation with staff that they now recognize as triggering. They stated after their Board of Inquiry, they took deliberate steps to improve themselves and their career.

The DRB determined the discharge was proper and equitable. During a review of the Applicant's record it was annotated the Applicant received a LOC and Article 15 for making disparaging comments to coworkers and subordinates on divers occasions. The Wing Commander executed a Notification of Show Cause Action and advised the Applicant that they are recommending them for a General discharge to which the Applicant requested a Board of Inquiry. The Board of Inquiry found the basis for discharge and recommended the separation with a General service characterization which was approved. The Applicant had the opportunity to correct their behavior but did not therefore the Board denied the Applicant's request to upgrade their service characterization and change the reentry code.

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 Unacceptable Conduct, and the Reentry Code shall remain N/A. The DRB results were approved by the Presiding Officer on July 29, 2025.

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>

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)