

1. Applicant's Name: [REDACTED]**a. Application Date:** 28 April 2021**b. Date Received:** 3 May 2021**c. Counsel:** None**2. REQUEST, ISSUES, BOARD TYPE, AND DECISION:**

a. Applicant Requests: The current characterization of service for the period under review is under other than honorable conditions (UOTHC). The applicant requests an upgrade of the characterization of the United States Army Reserve (USAR) service to honorable, and a change of the narrative reason for separation, and separation, and reentry codes.

b. Applicant Contention(s)/Issue(s): The applicant requests relief contending, in effect:

(1) The applicant believes the discharge is inequitable because the discharge was issued because of miscommunications and improper notices concerning unsatisfactory participation in reserve drills.

(2) The applicant contends a hardship discharge or transfer was requested; at the time the applicant was receiving a federal job transfer to another State. The applicant states it appears the chain of command abandoned the request. Follow-up communications ceased. The applicant contends no mail, or orders were received from the chain of command concerning the applicant's status. A Federal background investigation revealed the applicant's assignment to a new unit in the applicant's State, which the applicant contends was never aware. The applicant also contends no mail, certified or otherwise was received from the applicant's chain of command.

(3) The applicant is a Department of Defense civilian, and the current Reserve discharge is affecting the applicant's ability to transfer that federal service.

c. Board Type and Decision: In a records review conducted on 12 February 2026, and by a 3-0 vote, the Board denied the request upon finding the separation was both proper and equitable. Despite applying liberal consideration of all the evidence before the Board, the applicant provided no evidence within the current packet to corroborate the basis of separation or to prove it the basis of separation was not proper or equitable. However, the applicant may request a personal appearance hearing to address and provide additional further issues before the Board. The applicant is responsible for satisfying the burden of proof and providing documents or other evidence sufficient to support the applicant's contention(s) that the discharge was improper or inequitable. Please see **Board Discussion and Determination** section for more detail regarding the Board's decision. Board member names are available upon request.

3. DISCHARGE DETAILS: The applicant's Army Human Resources Record (AMHRR) is void of the specific facts and circumstances concerning the events which led to the applicant's discharge from the Reserve.

a. Reason / Authority / Codes / Characterization: NIF / AR 135-178 / NIF / Under Other Than Honorable Conditions

b. Date of Discharge: 28 May 2019

c. Separation Facts: The applicant's AMHRR is void of the specific facts and circumstances concerning the events which led to the applicant's discharge from the Reserve. However, the applicant provided properly constituted Orders 19-141-00045, 21 May 2019, showing the applicant was reduced in rank from E-3 to E-1 and was separated under the provisions of Army Regulation 135-178, with an under other than honorable conditions discharge, effective 28 May 2019.

(1) Date of Notification of Intent to Separate: NIF

(2) Basis for Separation: The applicant was informed of the following reasons: NIF

(3) Recommended Characterization: NIF

(4) Legal Consultation Date: NIF

(5) Administrative Separation Board: NA

(6) Separation Decision Date / Characterization: NIF

4. SERVICE DETAILS:

a. Date / Period of Enlistment/Reenlistment Under Review: 4 November 2014 / 8 years

b. Age at Enlistment / Education / GT Score: 23 years / HS Graduate / 88

c. Highest Grade Achieved / MOS / Total Service: E-3 / 92Y, Unit Supply Specialist / NIF

d. Prior Service / Characterizations: NIF

e. Overseas Service / Combat Service: NIF

f. Awards and Decorations: NDSM, ASR

g. Performance Ratings: NA

h. Disciplinary Action(s) / Evidentiary Record: NIF

i. Lost Time / Mode of Return: NIF

j. Behavioral Health Condition(s):

(1) Applicant provided: None

(2) AMHRR provided: None

5. APPLICANT-PROVIDED EVIDENCE: Personal statement; two-character references; Exceptional Performance Award; DA Form 4187 (Personnel Action); Chabot College Award Night Invitation; three emails; two Standard Forms 50; Reduction/Discharge Orders 19-141-00045; and DD Form 214 (Certificate of Release or Discharge from Active Duty).

6. POST SERVICE ACCOMPLISHMENTS: The applicant has completed some college courses. The applicant has also worked as a DOD civilian testing administrator at the Columbus, Ohio, Military Entrance Processing Station, since 16 March 2020.

7. STATUTORY, REGULATORY AND POLICY REFERENCE(S):

a. Section 1553, Title 10, United States Code (Review of Discharge or Dismissal) provides for the creation, composition, and scope of review conducted by a Discharge Review Board(s) within established governing standards. As amended by Sections 521 and 525 of the National Defense Authorization Act for Fiscal Year 2020, 10 USC 1553 provides specific guidance to the Military Boards for Correction of Military/Naval Records and Discharge Review Boards when considering discharge upgrade requests by Veterans claiming Post Traumatic Stress Disorder (PTSD), Traumatic Brain Injury (TBI), sexual trauma, intimate partner violence (IPV), or spousal abuse, as a basis for discharge review. The amended guidance provides that Boards will include, as a voting board member, a physician trained in mental health disorders, a clinical psychologist, or a psychiatrist when the discharge upgrade claim asserts a mental health condition, including PTSD, TBI, sexual trauma, IPV, or spousal abuse, as a basis for the discharge. Further, the guidance provides that Military Boards for Correction of Military/Naval Records and Discharge Review Boards will develop and provide specialized training specific to sexual trauma, IPV, spousal abuse, as well as the various responses of individuals to trauma.

b. Office, Secretary of Defense memorandum (Supplemental Guidance to Military Boards for Correction of Military/Naval Records Considering Discharge Upgrade Requests by Veterans Claiming Post Traumatic Stress Disorder), 3 September 2014, directed the Service Discharge Review Boards (DRBs) and Service Boards for Correction of Military/Naval Records (BCM/NRs) to carefully consider the revised PTSD criteria, detailed medical considerations and mitigating factors when taking action on applications from former service members administratively discharged UOTHC and who have been diagnosed with PTSD by a competent mental health professional representing a civilian healthcare provider in order to determine if it would be appropriate to upgrade the characterization of the applicant's service.

c. Office, Under Secretary of Defense memorandum (Clarifying Guidance to Military Discharge Review Boards and Boards for Correction of Military/Naval Records Considering Requests by Veterans for Modification of their Discharge Due to Mental Health Conditions, Sexual Assault, or Sexual Harassment), 25 August 2017 issued clarifying guidance for the Secretary of Defense Directive to DRBs and BCM/NRs when considering requests by Veterans for modification of their discharges due in whole or in part to mental health conditions, including PTSD; Traumatic Brain Injury; sexual assault; or sexual harassment. Boards are to give liberal consideration to Veterans petitioning for discharge relief when the application for relief is based in whole or in part to those conditions or experiences. The guidance further describes evidence sources and criteria and requires Boards to consider the conditions or experiences presented in evidence as potential mitigation for misconduct that led to the discharge.

d. Office, 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), 25 July 2018 issued guidance to Military DRBs and BCM/NRs regarding equity, injustice, or clemency determinations. Clemency generally refers to relief specifically granted from a criminal sentence. However, the guidance applies to more than clemency from a sentencing in a court-martial; it also applies to other corrections, including changes in a discharge, which may be warranted based on equity or relief from injustice.

(1) This guidance does not mandate relief but rather provides standards and principles to guide Boards in application of their equitable relief authority. In determining whether to grant relief based on equity, injustice, or clemency grounds, DRBs shall consider the prospect for rehabilitation, external evidence, sworn testimony, policy changes, relative severity of misconduct, mental and behavioral health conditions, official governmental acknowledgement that a relevant error or injustice was committed, and uniformity of punishment.

(2) Changes to the narrative reason for discharge and/or an upgraded character of service granted solely on equity, injustice, or clemency grounds normally should not result in separation pay, retroactive promotions, and payment of past medical expenses or similar benefits that might have been received if the original discharge had been for the revised reason or had the upgraded service characterization.

e. Army Regulation 15-180 (Army Discharge Review Board), dated 25 September 2019, sets forth the policies and procedures under which the Army Discharge Review Board is authorized to review the character, reason, and authority of any Servicemember discharged from active military service within 15 years of the Servicemember's date of discharge. Additionally, it prescribes actions and composition of the Army Discharge Review Board under Public Law 95-126; Section 1553, Title 10 United States Code; and Department of Defense Directive 1332.41 and Instruction 1332.28.

f. Army Regulation 601-210, Regular Army, and Reserve Components Enlistment Program, governs eligibility criteria, policies, and procedures for enlistment and processing of persons into the Regular Army, the U.S. Army Reserve, and Army National Guard for enlistment per DODI 1304.26. It also prescribes the appointment, reassignment, management, and mobilization of Reserve Officers' Training Corps cadets under the Simultaneous Membership Program. Chapter 4 provides the criteria and procedures for waivable and nonwaivable separations. Table 3-1, defines reentry eligibility (RE) codes:

- RE-1 Applies to: Person completing his or her term of active service who is considered qualified to reenter the U.S. Army. Eligibility: Qualified for enlistment if all other criteria are met.
- RE-3 Applies to: Person who is not considered fully qualified for reentry or continuous service at time of separation, but disqualification is waivable. Eligibility: Ineligible unless a waiver is granted.
- RE-4 Applies to: Person separated from last period of service with a nonwaivable disqualification. This includes anyone with a DA imposed bar to reenlistment in effect at time of separation or separated for any reason (except length of service retirement) with 18 or more years active Federal service. Eligibility: Ineligible for enlistment.

g. Army Regulation 635-200 provides the basic authority for the separation of enlisted personnel.

(1) Chapter 3, Section II provides the authorized types of characterization of service or description of separation. It states:

(a) An honorable discharge is a separation with honor and is appropriate when the quality of the Soldier's service generally has met the standards of acceptable conduct and performance of duty for Army personnel or is otherwise so meritorious that any other characterization would be clearly inappropriate.

(b) A general discharge is a separation from the Army under honorable conditions and is issued to a Soldier whose military record is satisfactory but not sufficiently meritorious to warrant an honorable discharge.

(c) An under other-than-honorable-conditions discharge is an administrative separation from the Service under conditions other than honorable and it may be issued for misconduct, fraudulent entry, security reasons, or in lieu of trial by court martial based on certain circumstances or patterns of behavior or acts or omissions that constitute a significant departure from the conduct expected of Soldiers in the Army.

(2) Chapter 15 provides explicitly for separation under the prerogative of the Secretary of the Army. Secretarial plenary separation authority is exercised sparingly and seldom delegated. Ordinarily, it is used when no other provision of this regulation applies, and early separation is clearly in the Army's best interest. Separations under this paragraph are effective only if approved in writing by the Secretary of the Army or the Secretary's approved designee as announced in updated memoranda. Secretarial separation authority is normally exercised on a case-by-case basis. If Secretarial Authority is granted normally correct the record to show the following:

- Separation Authority: Army Regulation 635-200, Chapter 15
- Separation Code: JFF
- Reenlistment Code: RE1
- Narrative Reason for Separation: Secretarial Plenary Authority
- Character of Service: Honorable

h. Army Regulation 135-178 sets forth the policies, standards, and procedures to ensure the readiness and competency of the U.S. Army while providing for the orderly administrative separation of Army National Guard and USAR enlisted Soldiers for a variety of reasons. The separation policies throughout the different Chapters in this regulation promote the readiness of the Army by providing an orderly means to judge the suitability of persons to serve on the basis of their conduct and their ability to meet required standards of duty performance and discipline.

8. SUMMARY OF FACT(S): Standard of Review. The Army Discharge Review Board considers applications for upgrade as instructed by Department of Defense Instruction 1332.28.

a. The applicant requests an upgrade to honorable, a change of the narrative reason for separation, separation, and reentry codes. The applicant's AMHRR, the issues, and documents submitted with the application were carefully reviewed.

b. The applicant's AMHRR is void of the specific facts and circumstances concerning the events which led to the applicant's discharge from the Reserve. However, the applicant provided properly constituted orders which show the applicant was reduced in rank from E-3 to E-1 and was separated under the provisions of Army Regulation 135-178, with an under other than honorable conditions discharge, effective 28 May 2019.

c. The applicant contends:

(1) The discharge is inequitable because the discharge was issued as a result of miscommunications and improper notices concerning unsatisfactory participation in reserve drills. The available evidence does not support these contentions. The AMHRR does not indicate or provide evidence of arbitrary or capricious actions by the command.

(2) A hardship discharge or transfer was requested. There is nothing in the available AMHRR and the applicant provided nothing to show the final outcome of the hardship/transfer request.

(3) Additionally, the applicant contends the current Reserve discharge is affecting the applicant's ability to transfer Reserve service.

(4) The applicant requests a change of the narrative reason for separation, separation, and reentry codes. Soldiers receive reentry codes during separation based on service records or discharge reasons. Since the applicant's discharge orders do not reflect the reentry code, contacting a local recruiter is the best course of action to determine reenlistment eligibility. Recruiters assess the Army's current needs and handle waivers for reentry eligibility (RE) codes when appropriate.

9. BOARD DISCUSSION AND DETERMINATION:

a. As directed by the 2017 memo signed by A.M. Kurta, the board considered the following factors:

(1) Did the applicant have a condition or experience that may excuse or mitigate the discharge? **No**. The Board reviewed DoD and VA medical records and found no mitigating BH diagnoses on the applicant. The applicant provided no documents or testimony of a condition or experience, that, when applying liberal consideration, could have excused or mitigated a discharge.

(2) Did the condition exist, or experience occur during military service? **N/A**

(3) Does the condition or experience actually excuse or mitigate the discharge? **N/A**

(4) Does the condition or experience outweigh the discharge? **N/A**

b. Prior Decisions Cited: **N/A**

c. Response to Contention(s):

(1) The applicant contends the discharge is inequitable because the discharge was issued because of miscommunications and improper notices concerning unsatisfactory participation in reserve drills. The Board considered the totality of the applicant's service record but determined the applicant's discharge was appropriate because the quality of the applicant's service was not consistent with the Army's standards for acceptable personal conduct and performance of duty by military personnel. The applicant diminished the quality of service below that meriting an honorable discharge at the time of separation.

(2) The applicant contends a hardship discharge or transfer was requested. The Board considered this contention but determined that the contention had no supporting documentation nor documentation to show it was improper or inequitable or contributed to their discharge.

(3) The applicant contends the current Reserve discharge is affecting the applicant's ability to transfer employment. The Board considered this contention but does not grant relief to

gain employment or enhance employment opportunities. As the discharge was not proven to be improper or inequitable, this contention is non-persuasive.

(4) The applicant requests a change of the narrative reason for separation and reentry codes. The Board considered this contention and determined that the applicant was in the Army Reserves, so there is no reentry code supplied upon discharge nor is there a reentry code annotated on the discharge order, therefore no action is warranted.

d. The Board determined that the discharge is, at this time, proper and equitable, considering the current evidence of record. However, the applicant may request a telephonic personal appearance hearing to address the issues before the Board. The applicant is responsible for satisfying the burden of proof and providing documents or other evidence sufficient to support the applicant's contention(s) that the discharge was improper or inequitable.

e. Rationale for Decision:

(1) Published Department of Defense guidance indicates the guidance is not intended to interfere or impede on the Board's statutory independence. The Board determines the relative weight of the action that was the basis for the discharge and whether it supports relief or not. In reaching its determination, the Board considers the application, available records and any supporting documents included with the application.

(2) The Board voted not to change the applicant's characterization of service because, despite applying liberal consideration of all the evidence before the Board, the applicant provided no evidence within the current packet to corroborate the basis of separation or to prove it the basis of separation was not proper or equitable. The discharge was consistent with the procedural and substantive requirements of the regulation, was within the discretion of the separation authority, and the applicant was provided full administrative due process. Therefore, the applicant's discharge was proper and equitable as the applicant's misconduct fell below that level of meritorious service warranted for an upgrade to Honorable discharge.

ARMY DISCHARGE REVIEW BOARD CASE REPORT AND DIRECTIVE

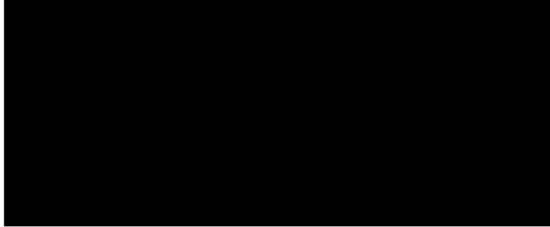
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10. BOARD ACTION DIRECTED:

- a. Issue a New DD-214 / Separation Order: No
- b. Change Characterization to: No Change
- c. Change Reason / SPD code to: No Change

Authenticating Official:

3/11/2026



AWOL – Absent Without Leave
AMHRR – Army Military Human
Resource Record
BCD – Bad Conduct Discharge
BH – Behavioral Health
CG – Company Grade Article 15
CID – Criminal Investigation
Division
ELS – Entry Level Status
FG – Field Grade Article 15
FTR – Failure to Report

GD – General Discharge
HS – High School
HD – Honorable Discharge
IADT – Initial Active-Duty
Training
MP – Military Police
MST – Military Sexual Trauma
N/A – Not applicable
NCO – Noncommissioned Officer
NIF – Not in File
NOS – Not Otherwise Specified

OAD – Ordered to Active Duty
OBH (I) – Other Behavioral
Health (Issues)
OMPF – Official Military
Personnel File
PTSD – Post-Traumatic Stress
Disorder
RE – Re-entry
SCM – Summary Court Martial
SPCM – Special Court Martial

SPD – Separation Program
Designator
TBI – Traumatic Brain Injury
UNC – Uncharacterized
Discharge
UOTHC – Under Other Than
Honorable Conditions
VA – Department of Veterans
Affairs