

1. Applicant's Name: [REDACTED]

- a. **Application Date:** 9 June 2021
- b. **Date Received:** 15 June 2021
- c. **Counsel:** None.

2. REQUEST, ISSUES, BOARD TYPE, AND DECISION:

a. **Applicant's Requests and Issues:** The current characterization of service for the period under review is uncharacterized. The applicant requests an upgrade to general, reentry code change and a narrative reason change.

The applicant states in effect, they are requesting a discharge due to the harassment they received while in the delayed entry program and during basic training from their recruiters and superiors. They were pressured, treated unfairly, and threatened with UCMJ action after their father reported everything. Choosing to quit training was the better option for them, they turned in the letters that were sent to them by their recruiter and they were never received the results of the investigation.

a. **Board Type and Decision:** In a records review conducted on 18 July 2025, and by a 5-0 vote, the Board determined the discharge is inequitable based on the circumstances surrounding the discharge: PTSD diagnoses due to MST. In this case, the applicant was discharged IAW Chapter 11 due to failure to adapt which involved misconduct and VA Service Connected for PTSD/MST. Therefore, the Board voted to grant relief in the form of an upgrade of the characterization of service to honorable and changed the separation authority to AR 635-200, Chapter 15, and the narrative reason for separation to Secretarial Authority, with a corresponding separation code to JFF. The RE code will not change.

b. the Board denied the request upon finding the separation was both proper and equitable.

*Please see **Board Discussion and Determination** section for more detail regarding the Board's decision.*

(Board member names available upon request)

2. DISCHARGE DETAILS:

a. **Reason / Authority / Codes / Characterization:** Entry Level Performance and Conduct / AR 635-200, Chapter 11 / JGA / RE-3 / Uncharacterized.

b. **Date of Discharge:** 25 February 2015

c. **Separation Facts:** AMHHR

(1) **Date of Notification of Intent to Separate:** On or around 19 February 2015.

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

- Failure to adapt to the military environment due to behavioral characteristics that are not in compliance with satisfactory service.

- Refusing to train, which prevents the successful completion of BCT.

(3) Recommended Characterization: Uncharacterized

(4) Legal Consultation Date: 19 February 2015

(5) Administrative Separation Board: N/A

(6) Separation Decision Date / Characterization: 20 February 2015 /
Uncharacterized

3. SERVICE DETAILS:

- a. **Date / Period of Enlistment:** 6 January 2015 / 3 years 31 weeks.
- b. **Age at Enlistment / Education / GT Score:** 20 / HS Graduate / 120
- c. **Highest Grade Achieved / MOS / Total Service:** E-1 / None / 1 month, 20 days.
- d. **Prior Service / Characterizations:** None.
- e. **Overseas Service / Combat Service:** None.
- f. **Awards and Decorations:** None.
- g. **Performance Ratings:** N/A
- h. **Disciplinary Action(s) / Evidentiary Record:**

(1) On 13 January 2015 the applicant was counseled due to failing the 1-1-1 assessment which determined the physical fitness level of each soldier.

(2) Three Developmental Counseling Forms dated 25 January 2015 and 27 January 2015 indicates the applicant approached their Drill Sergeant and expressed they did not want to be there anymore and refused to train: violating a direct order.

(3) A Report to Suspend Favorable Personnel Actions (FLAG) document indicates that the applicant was flagged for involuntary separation on 27 January 2015.

(4) A Record of Proceedings UCMJ document dated 4 February 2015 indicates that the applicant received a NJP for violating Article 134 UCMJ; on 24 January 2015 they were disorderly: refused to train. Punishment consisted of forfeiture of \$715 pay and extra duty for 45 days.

i. **Lost Time / Mode of Return:** None.

j. **Behavioral Health Condition(s):** PTSD

(1) Applicant provided: 110 pages Department of Veteran Affairs medical records.

(2) AMHRR Listed: None.

4. APPLICANT-PROVIDED EVIDENCE: DD Form 293 (Record Review) application, DD Form 214, separation packet, Department of Veteran Affairs summary of benefits letter, 110 pages of Department of Veteran Affairs medical records, and their complete AMHRR in support of their application.

5. POST SERVICE ACCOMPLISHMENTS: None submitted in support of their application.

6. 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. Multiple Department of Defense Policy Guidance Memoranda published between 2014 and 2018. The documents are commonly referred to by the signatory authorities' last names (2014 Secretary of Defense Guidance [Hagel memo], 2016 Acting Principal Deputy Under Secretary of Defense for Personnel and Readiness [Carson memo], 2017 Official Performing the Duties of the Under Secretary of Defense for Personnel and Readiness [Kurta memo], and 2018 Under Secretary of Defense for Personnel and Readiness [Wilkie memo].

(1) Individually and collectively, these documents provide further clarification to the Military Discharge Review Boards and Boards for Correction of Military/Naval Records when considering requests by Veterans for modification of their discharge due to mental health conditions, including PTSD; TBI; sexual assault; or sexual harassment. Liberal consideration will be given to Veterans petitioning for discharge relief when the application for relief is based in whole or in part on matters relating to mental health conditions, including PTSD; TBI; sexual assault; or sexual harassment. Special consideration will be given to Department of Veterans Affairs (VA) determinations that document a mental health condition, including PTSD; TBI; or sexual assault/harassment potentially contributed to the circumstances resulting in a less than honorable discharge characterization. Special consideration will also be given in cases where a civilian provider confers diagnoses of a mental health condition, including PTSD; TBI; or sexual assault/harassment if the case records contain narratives supporting symptomatology at the time of service or when any other evidence which may reasonably indicate that a mental health condition, including PTSD; TBI; or sexual assault/harassment existed at the time of discharge might have mitigated the misconduct that caused a discharge of lesser characterization.

(2) Conditions documented in the service record that can reasonably be determined to have existed at the time of discharge will be considered to have existed at the time of discharge. In cases in which a mental health condition, including PTSD; TBI; or sexual assault/harassment may be reasonably determined to have existed at the time of discharge, those conditions will be considered potential mitigating factors in the misconduct that caused the characterization of service in question. All Boards will exercise caution in weighing evidence of mitigation in cases

in which serious misconduct precipitated a discharge with a less than Honorable characterization of service. Potentially mitigating evidence of the existence of undiagnosed combat related PTSD, PTSD-related conditions due to TBI or sexual assault/harassment as causative factors in the misconduct resulting in discharge will be carefully weighed against the severity of the misconduct. PTSD is not a likely cause of premeditated misconduct. Caution shall be exercised in weighing evidence of mitigation in all cases of misconduct by carefully considering the likely causal relationship of symptoms to the misconduct.

c. 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.

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

(1) 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.

(2) 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.

(3) 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.

(4) A separation will be described as entry-level with service uncharacterized if processing is initiated while a Soldier is in entry-level status.

(5) Chapter 11 provides for the separation of personnel due to unsatisfactory performance, conduct, or both, while in an entry level status (ELS). The policy applies to Soldiers who are in entry-level status, undergoing IET, and, before the date of the initiation of separation action, have completed no more than 180 days of creditable continuous AD or IADT or no more than 90 days of Phase II under a split or alternate training option. Service will be described as uncharacterized under the provisions of this chapter. Entry-level status for RA Soldiers is the first 180 days of continuous AD following a break of more than 92 days of active military service.

(6) 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.

e. Army Regulation 635-5-1 (Separation Program Designator (SPD) Codes) provides the specific authorities (regulatory or directive), reasons for separating Soldiers from active duty, and the SPD codes to be entered on the DD Form 214. It identifies the SPD code of "JGA" as the appropriate code to assign enlisted Soldiers who are discharged under the provisions of Army Regulation 635-200, Chapter 11, Entry-Level Performance and Conduct.

f. Title 38, U.S. Code, sections 1110 and 1131, permits the VA to award compensation for a medical condition which was incurred in or aggravated by active military service. The VA, however, is not required by law to determine medical unfitness for further military service. The VA, in accordance with its own policies and regulations, awards compensation solely on the basis that a medical condition exists and that said medical condition reduces or impairs the social or industrial adaptability of the individual concerned. Consequently, due to the two concepts involved, an individual's medical condition, although not considered medically unfitting for military service at the time of processing for separation, discharge, or retirement, may be sufficient to qualify the individual for VA benefits based on an evaluation by that agency.

g. 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 waiverable and nonwaiverable separations. Table 3-1, defines reentry eligibility (RE) codes:

(1) 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.

(2) RE-3 Applies to: Person who is not considered fully qualified for reentry or continuous service at time of separation, but disqualification is waiverable. Eligibility: Ineligible unless a waiver is granted.

(3) RE-4 Applies to: Person separated from last period of service with a nonwaiverable 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.

7. SUMMARY OF FACT(S): 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 general, reentry code change and narrative reason change. The applicant's DD Form 214 authenticated by their signature indicates they received an uncharacterized characterization of service, which is considered appropriate for a soldier discharged during entry-level status of 180 days or less. An honorable discharge (HD) may be given only in cases which are clearly warranted by unusual circumstances involving outstanding personal conduct and/or performance of duty. An HD is rarely ever granted.

b. The applicant contends choosing to quit training was a better option than continuing to deal with the harassment and embarrassment from their superiors, at which they are requesting a discharge upgrade. Army Regulation 635-200 states a separation will be described as entry-level with an uncharacterized characterization of service if, at the time separation action is initiated, the soldier has less than 180 days of continuous active duty service. The Applicant's

AMHRR provides they were flagged for involuntary separation on 27 January 2015. At the time of the notification, the applicant had 21 days of continuous active duty service. Based on the time in service, the applicant was in ELS status, and the uncharacterized discharge was appropriate.

c. The applicant contends the narrative reason for the discharge needs to be changed. The applicant was separated under the provisions of Chapter 11, AR 635-200, with an uncharacterized discharge. The narrative reason specified by Army Regulations for a discharge under this paragraph is "Entry Level Performance and Conduct," and the separation code is "JGA." Army Regulation 635-8 (Separation Processing and Documents) governs the preparation of the DD Form 214 and dictates the entry of the narrative reason for separation, entered in block 28, and separation code, entered in block 26 of the form, will be as listed in tables 2-2 or 2-3 of AR 635-5-1 (Separation Program Designator (SPD) Codes). The regulation stipulates no deviation is authorized. There is no provision for entry of any other reason under this regulation.

d. Entry-level status for regular Army soldiers is the first 180 days of continuous active duty or the first 180 days of continuous active duty following a break of more than 92 days of active military service. Separation will be described as entry-level with service uncharacterized if processing is initiated while a soldier is in entry-level status.

8. 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? **Yes.** The Board's Medical Advisor, a voting member, reviewed the applicant's DOD and VA health records, applicant's statement, and/or civilian provider documentation and found that the applicant has the following potentially-mitigating diagnoses/experiences: PTSD due to MST

(2) Did the condition exist, or experience occur during military service? **Yes.** MST

(3) Does the condition or experience actually excuse or mitigate the discharge? **Yes.** The Board's Medical Advisor applied liberal consideration and opined that given the trauma occurred prior to the misconduct and nexus between trauma, avoidance, and related behavior, the basis is mitigated.

(4) Does the condition or experience outweigh the discharge? **Yes** After applying liberal consideration to the evidence, including the Board Medical Advisor's opine, the Board determined that the applicant's condition or experience outweighed the listed basis for separation for the aforementioned reasons.

b. Prior Decisions Cited: None.

c. Response to Contention(s): None

d. The Board determined the discharge is inequitable based on the circumstances surrounding the discharge (PTSD diagnoses due to MST). In this case, the applicant was discharged IAW Chapter 11 due to failure to adapt which involved misconduct and VA Service Connected for PTSD/MST due to recruiter misconduct. Therefore, the Board noted the medical mitigation based on PTSD/MST and voted to grant relief in the form of an upgrade of the characterization of service to Honorable and changed the separation authority to AR 635-200,

Chapter 15, and the narrative reason for separation to Secretarial Authority, with a corresponding separation code to JFF. The RE code will not change.

e. Rationale for Decision:

(1) The Board determined the discharge is inequitable based on the applicant's PTSD due to MST which outweighed the applicant's entry level performance and conduct discharge. The applicant contended their recruiter and chain of command threatened the applicant with retaliation if they reported the harassment. The Board found the applicant's contentions valid. The applicant was discharged IAW Chapter 11 due to failure to adapt which involved misconduct and VA Service Connected for PTSD/MST. The Board concurred with the full medical mitigation based on the PTSD/MST. Therefore, the Board voted to grant relief in the form of an upgrade of the characterization of service to Honorable, changed the separation authority to AR 635-200, Chapter 15, and the narrative reason for separation to Secretarial Authority, with a corresponding separation code to JFF. The Board voted and determined the reentry eligibility (RE) code was proper and equitable due to the applicant's BH diagnosis warranting consideration prior to reentry of military service.

(2) The Board voted not to change the applicant's reason for discharge and accompanying SPD code to Secretarial Authority, with a corresponding separation code to JFF.

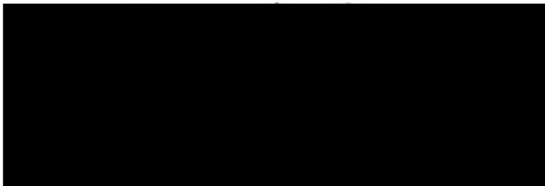
(3) The RE code will not change, as the current code is consistent with the procedural and substantive requirements of the regulation.

9. BOARD ACTION DIRECTED:

- a. Issue a New DD-214: Yes**
- b. Change Characterization to: Honorable**
- c. Change Reason / SPD Code to: Secretarial Authority / JFF**
- d. Change RE Code to: No Change**
- e. Change Authority to: AR 635-200**

Authenticating Official:

10/25/2025



Legend:

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

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