

1. Applicant's Name: [REDACTED]**a. Application Date:** 27 March 2023**b. Date Received:** 21 December 2023**c. Counsel:** [REDACTED]**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. The applicant requests an upgrade to honorable, along with a narrative reason, separation program designator (SPD) code, and reentry (RE) code change.

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

(1) The chain of command committed an error of discretion in discharging the applicant with an "Other Than Honorable" characterization of service. The error in discretion occurred when the applicant's chain of command chose to discharge the applicant instead of finding an alternative solution. The applicant has proven the applicant was an asset to the U.S. Army, and although the applicant was pursuing the applicant's civilian career, the applicant had no intentions of avoiding his contractual commitment. The chain of command claimed the applicant failed to provide proper documentation excusing the applicant from Inactive Duty Training (IDT) which was factually inaccurate. The applicant was capable and did provide the chain of command with evidence showing the applicant was in civilian training and overseas providing security to the U.S. embassies. The chain of command chose to ruin a promising career by denying any possible solutions and took the easy route of discharging the applicant without any attempts toward compromise.

(2) The error of discretion in choosing to discharge the applicant is magnified by the fact that there are numerous National Guard (NG) Soldiers working overseas where the chain of command can arrange an amicable way of fulfilling the obligation, specifically, the applicant has two coworkers in the applicant's company have seen or been involved in NG/overseas civilian jobs; this proves the applicant's chain of command chose not to work with the applicant in finding a solution and instead wanted to "be rid" of a complicated situation.

(3) The applicant has been inequitably stigmatized and harmed by the applicant's discharge status, which has been recognized in federal court. "Since the vast majority of discharges from the armed forces are honorable, the issuance of any other type of discharge stigmatizes the ex-servicemember. It robs him of his good name. It injures his economic and social potential as a member of the general community." *Sofranoff v. United States*. The applicant has been deprived of honor, which continues to cause the applicant undue harm. The applicant served the applicant's time with honor and distinction and does not deserve to be punished for the applicant's commitment to serving the United States.

(4) The applicant would like to reenlist and commission in a new state in the future.

c. Board Type and Decision: In a records review conducted on 12 December 2025, and by a 3-0 vote, the Board determined that the discharge is inequitable based on the totality of the applicant's record, including the length and quality of service, combat experience, and prior periods of honorable service, which outweighed the offenses of being AWOL and failing to report for drills. Therefore, the Board voted to grant relief in the form of an upgrade of the characterization of service to Honorable. The Board determined the RE code was proper and equitable, and therefore no changes were warranted. 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:

a. Reason / Authority / Codes / Characterization: Continuous and Willful Absence / AR 135-178, NGR 600-200 / N/A / RE-4

b. Date of Discharge: 4 January 2019

c. Separation Facts:

(1) Date of Notification of Intent to Separate: 26 October 2018

(2) Basis for Separation: The applicant was informed of the following reasons: The applicant had been an Unsatisfactory Participant (Absent Without Leave (AWOL) from drill and accumulated 20 unexcused absences during a 12-month period.

(3) Recommended Characterization: Under Other Than Honorable Conditions

(4) Legal Consultation Date: NIF

(5) Administrative Separation Board: NIF

(6) Separation Decision Date / Characterization: 14 December 2018 / Under Other Than Honorable Conditions

4. SERVICE DETAILS:

a. Date / Period of Enlistment Under Review: 13 May 2008 / 12 Years

b. Age at Enlistment / Education / GT Score: 19 / 2 Years of College / 101

c. Highest Grade Achieved / MOS / Total Service: E-5 / 11B2O, Infantryman / 10 years, 11 months, 24 days

d. Prior Service / Characterizations: IADT, 13 May 2008 – 29 August 2008 / HD
(Concurrent Service)
AD, 29 September 2008 – 8 May 2010 / HD
(Concurrent Service)
Inactive Army National Guard (ING), 20 March 2017
– 27 November 2017

e. Overseas Service / Combat Service: SWA / Afghanistan, (8 December 2008 – 14 March 2010)

f. Awards and Decorations: NDSM, ASR, ACM, CIB, IL-LMF, GWOTSM, NATO, GEAMB, ACR, OSR, AFRMM. The applicant's AMHRR reflects award of the ARCOM-2; however, the award is not reflected on the DD Form 214 or NGB Form 22.

g. Performance Ratings: 22 April 2013 – 21 April 2014 / Fully Capable
22 April 2014 – 21 April 2015 / Fully Capable
22 April 2015 – 21 April 2016 / Qualified
22 April 2016 – 15 March 2017 / Qualified

h. Disciplinary Action(s) / Evidentiary Record:

(1) Memorandum, subject: Request for Transfer to the Inactive Army National Guard, shows the applicant applied for transfer to the ING of Illinois as of 20 March 2017. The request was based on the provisions of NGR 614-1 (Assignments, Details, and Transfers – Inactive Army National Guard). The applicant accepted a contract security job overseas and would be out of the country at the end of the month.

(2) Memorandum, 10 May 2017, shows the Illinois Army National Guard (ILARNG), G1, approved the applicant's request for transfer to the ING.

(3) Department of Military Affairs, Springfield, ILL, Orders 135-1002, 15 May 2017, reflect the applicant was to be transferred as a Fire Team Leader, ING, effective 20 March 2017.

(4) Memorandum of Understanding between the Company Commanding Officer and Soldiers assigned, 5 August 2017, the applicant acknowledged the requirement to report to the assigned unit on the dates listed for Training Year 2018, which included drill dates, Multiple Unit Training Assembly (MUTA) count, and primary training location.

(5) NGB Form 590 (Statement of Understanding of Reserve Obligation and Responsibilities), 4 November 2017, the applicant was counseled relative to the applicant's Reserve obligation and responsibilities and fully understood that the applicant must participate satisfactorily during the entire period of the applicant's enlistment in the ARNG in accordance with the rules and regulations in effect. The applicant acknowledged the requirement to attend all scheduled UTAs (at least 48 per year) unless excused by proper authority and understood if 9 or more unexcused absences were accrued during any continuous 365 day period, or if the applicant failed to participate satisfactorily for any of the reasons explained or which may be placed into effect thereafter by proper authority, the applicant may be declared an unsatisfactory participant and subject to reduction in grade and discharge from the ARNG and transferred to the Individual Ready Reserve.

(6) Memorandum of Instruction (MOI) – Unexcused Absence, 27 April 2018, shows the applicant was absent from the scheduled unit drill period on 14 April 2018 – 17 April 2018, MUTA 8. The MOI was mailed to the applicant via certified mail and delivered on 30 April 2018.

(7) MOI – Unexcused Absence, 11 May 2018, shows the applicant was absent from the scheduled unit drill period on 4 May 2018 – 6 May 2018, MUTA 6. The MOI was mailed to the applicant via certified mail on 11 May 2018 and delivered.

(8) MOI – Unexcused Absence, 24 September 2018, shows the applicant was absent from the scheduled unit drill period on 15 September 2018 – 16 September 2018, MUTA 4. The MOI was mailed to the applicant via certified mail and delivered on 27 September 2018.

(9) MOI – Unexcused Absence, 26 October 2018, shows the applicant was absent from the scheduled unit drill period on 13 October 2018 – 16 October 2018, MUTA 8. The MOI was mailed to the applicant via certified mail on 26 October 2018 and delivered on 30 October 2018.

(10) Memorandum, subject: Notification of Separation Proceedings Under AR 135-178, Chapter 12; NGR 600-200, Chapter 6, 26 October 2018, the applicant's commander attempted to notify the applicant of the intent to initiate actions to separate the applicant from the ILARNG for Unsatisfactory Participation. The reason for the proposed action reflects the applicant had been an unsatisfactory participant (AWOL) from drill and had accumulated 20 unexcused absences during a 12-month period. The enclosed memorandums, subject: Election of Rights and Request for Conditional Waiver – Separation Under AR 135-178, Chapter 12; NGR 600-200, Chapter 6, reflects no entries from the applicant acknowledging receipt of notification. The notification was mailed to the applicant via certified mail on 26 October 2018 and delivered on 30 October 2018.

(11) An Affidavit of Service by Mail, 4 December 2018, reflects the Unit Readiness Noncommissioned Officer (NCO) mailed a re-notification on 26 October 2018 for separation under AR 135-178, via certified mail, restricted delivery, return receipt requested, to the applicant's last known address given to the unit as the address at which official mail would be received by or forwarded to the applicant.

(12) Commander's Report, 4 December 2018, shows the applicant's commander submitted a request to separate the applicant from the ILARNG prior to the applicant's expiration of term of military service, and recommended the applicant's service be characterized as Under Other Than Honorable Conditions.

(a) The commander noted the following reasons for the recommended action and stated the applicant was AWOL on the following dates:

- AWOL from a MUTA 8 IDT 14 April 2018 – 17 April 2018
- AWOL from a MUTA 6 IDT 4 May 2018 – 6 May 2018
- AWOL from a MUTA 4 IDT 23 June – 24 June 2018
- AWOL from Annual Training 19 July 2018 – 4 August 2018, per order 249-040 (dated 20 July 2018) and 5 August 2018 – 19 August 2018 per order 207-169 (dated 26 July 2018)
- AWOL from a MUTA 4 IDT 16 September 2018 – 16 September 2018
- AWOL from a MUTA 8 IDT 13 October 2018 – 16 October 2018

(b) The commander stated, in part, in the description of the situation and rehabilitation attempts, the applicant entered ING on 20 March 2017 to pursue a security contracting job in Afghanistan. The applicant was authorized 12 months in the ING and met initial obligations, including attending a muster drill in November 2017. In February 2018, the applicant was reminded that the ING period would end on 19 March 2018 with no extension. The applicant was returned to active drilling status on that date. The applicant expressed an interest in an Interstate Transfer (IST) to the Tennessee Army National Guard (TNARNG). The applicant claimed the TNARNG officials had approved his return to ING, but when SFC B contacted the unit on 18 April 2018, the unit denied accepting the applicant and seemed not to be on board with the situation which was contrary to what the applicant stated. The applicant was informed that the applicant must fulfill drilling obligations, including the April 2018 IDT critical for JRTC validation. The applicant chose to prioritize the contracting career over military obligations, accepting AWOL status. The applicant missed multiple drills and annual training, exceeding the limit of unsatisfactory participation. Despite attempts to notify the applicant via certified mail, the

applicant failed to respond to separate documents. Final separation documents were sent in October 2018, signed for, but no response was received by the 30 November 2018 suspense. The complete description of the situation and rehabilitation attempts is provided in the supporting documents.

(c) The applicant was ordered to attend the Physical Readiness Training Course from 16 September 2016 to 30 September 2016 following a second record Army Physical Fitness Test (APFT) failure. As a result of this second failure, his reenlistment bonus was recouped. The applicant was reduced in rank from E-5 to E-4 on 15 March 2017 for inefficiency due to record APFT failure.

i. **Lost Time / Mode of Return:** NIF

j. **Behavioral Health Condition(s):** The following documents have been provided to the ARBA Medical Advisor, if applicable. See “**Board Discussion and Determination**” for Medical Advisor Details.

(1) **Applicant provided:** N/A

(2) **AMHRR provided:** N/A

5. **APPLICANT-PROVIDED EVIDENCE:** DD Form 293; Legal Brief with all listed exhibits 1 through 15

6. **POST SERVICE ACCOMPLISHMENTS:** None submitted with the application.

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 on the basis of 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. National Guard Regulation (NGR) 600-200, establishes standards, policies, and procedures for the management of the Army National Guard (ARNG) and the Army National Guard of the Reclassification; Personnel Management; Assignment and Transfer, including interstate transfer; Special Duty Assignment Pay; Enlisted Separations; and Command Sergeant Major Program. Chapter 6 sets the policies, standards, and procedures for the separation of enlisted Soldiers from the ARNG/ARNGUS. Paragraph 6-35j defers to AR 135-178, chapter 13, Unsatisfactory Participation.

g. Army Regulation 135-178 (Army National Guard and Reserve – Enlisted Administrative Separations) provides the basic authority for the separation of enlisted personnel.

(1) Paragraph 2-9a prescribes an honorable characterization 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) Paragraph 2-9b prescribes, if a Soldier's service has been honest and faithful, it is appropriate to characterize that service as general (under honorable conditions). Characterization of service as general (under honorable conditions) is warranted when significant negative aspects of the Soldier's conduct or performance of duty outweigh positive aspects of the Soldier's military record.

(3) Chapter 12 establishes policy and prescribes procedures for separating members for unsatisfactory participation. Paragraph 12-1 prescribes a Soldier is subject to discharge for unsatisfactory participation when it is determined that the Soldier is unqualified for further military service because:

(a) The Soldier is an unsatisfactory participant.

(b) Attempts to have the Soldier respond or comply with orders or correspondence have resulted in the Soldier's refusal to comply with orders or correspondence, a notice sent by certified mailed was refused, unclaimed, or otherwise undeliverable, verification that the Soldier has failed to notify the command of a change of address and reasonable attempts to contact the Soldier have failed.

(4) Paragraph 12-3 states that an under other than honorable conditions discharge is normally considered appropriate; however, a general (under honorable conditions) discharge may be warranted.

(5) Chapter 13 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.

h. 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:

- 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 waiverable. Eligibility: Ineligible unless a waiver is granted.

▪ 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.

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

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, through counsel, an upgrade to honorable along with a narrative reason, separation program designator (SPD) code and reentry (RE) code change. The applicant's Army Military Human Resources Record (AMHRR), the issues, and documents submitted with the application were carefully reviewed.

b. The applicant's counsel requests the applicant's narrative reason, SPD code, and RE code be changed. The applicant's NGB Form 22 indicates the applicant was discharged under the provisions of AR 135-178, NGR 600-200, due to continuous and willful absence, with an Under Other Than Honorable Conditions characterization of service, and an RE code "4." The applicant's NGB Form 22 does not contain an SPD code.

c. The applicant's counsel contends, the error in discretion occurred when the applicant's chain of command chose to discharge the applicant instead of finding an alternative solution. The evidence in the applicant's AMHRR shows the unit commander attempted to contact the applicant on several occasions and on 26 October 2018, mailed the discharge packet to the last known address via certified mail. In accordance with AR 135-178, paragraph 3-13, this failure to submit a reply within 30 days of receipt of the notice constitutes a waiver of the right to respond. The applicant was provided 45 days to submit a reply. Army Regulation 135-178 stipulates a Soldier is subject to discharge for unsatisfactory participation. The determination a Soldier is unqualified for further military service for unsatisfactory participation is prescribed in Chapter 4, AR 135-91: attempts to have the Soldier respond or comply with orders or correspondence resulting in the Soldier's refusal to comply with such orders or correspondence; or a notice sent by certified mail was refused, unclaimed, or otherwise undeliverable, or verification the Soldier failed to notify the command of a change of address and reasonable attempts to contact the Soldier have failed. The evidence of the record shows the applicant failed to submit a reply. The applicant's counsel provides a photograph, listed in the exhibits as "Proof of working in Afghanistan and Somalia" and shows a copy of the applicant's work visa for Afghanistan and Somalia.

d. The applicant's counsel contends, the error of discretion in choosing to discharge the applicant is magnified by the fact that there are numerous NG Soldiers working overseas where the chain of command can arrange an amicable way of fulfilling the obligation, specifically, the applicant has two coworkers in the applicant's company that have seen or been involved in NG/overseas civilian jobs; this proves the applicant's chain of command chose not to work with the applicant in finding a solution and instead wanted to "be rid" of a complicated situation. The applicant contends other Soldiers in similar situations were not discharged or were allowed to remain in the Army, citing previous cases where relief was granted for comparable offenses, and contends the applicant did not receive the same consideration. DODI 1332.28 requires each case to be evaluated based on individual merits and unique circumstances. When referencing prior decisions from the Army, the ADRB, another agency, or a court, the applicant must outline the specific principles and facts of those cases and explain their relevance. The Board operates independently and does not adhere to previous decisions, as no two cases present identical issues.

e. The applicant's counsel states, the applicant has been inequitably stigmatized and harmed by the applicant's discharge status, which has been recognized in federal court. "Since the vast majority of discharges from the armed forces are honorable, the issuance of any other type of discharge stigmatizes the ex-servicemember. It robs him of his good name. It injures his economic and social potential as a member of the general community." *Sofranoff v. United States*. The applicant has been deprived of honor, which continues to cause the applicant undue harm. The applicant served the applicant's time with honor and distinction and does not deserve to be punished for the applicant's commitment to serving the United States. The Board does not grant relief to enhance an individuals economic and social potential.

f. The applicant would like to reenlist and commission in a new state in the future. Based on Army Regulation 601-210, the applicant was assigned an RE code of "4." An RE code of "4" cannot be waived, and the applicant is no longer eligible for reenlistment.

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's Medical Advisor, a voting member, 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): None

(1) The applicant's counsel contends, the error in discretion occurred when the applicant's chain of command chose to discharge the applicant instead of finding an alternative

solution. The Board acknowledged this contention and ultimately voted to upgrade the characterization of service to Honorable.

(2) The applicant contends the error of discretion in choosing to discharge the applicant is magnified by the fact that there are numerous NG Soldiers working overseas where the chain of command can arrange an amicable way of fulfilling the obligation, specifically, the applicant has two coworkers in the applicant's company that have seen or been involved in NG/overseas civilian jobs and proves the applicant's chain of command chose not to work with the applicant in finding a solution and instead wanted to "be rid" of a complicated situation. The Board may acknowledge this contention and ultimately decided to upgrade the characterization of service to Honorable.

d. The Board determined that the discharge is inequitable based on the totality of the applicant's record, including the length and quality of service, combat experience, and prior periods of honorable service, which outweighed the offenses of being AWOL and failing to report for drills. Therefore, the Board voted to grant relief in the form of an upgrade of the characterization of service to Honorable. The Board determined the RE code was proper and equitable, and therefore no changes were warranted. However, the applicant may request a personal appearance hearing to address 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.

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 to change the applicant's characterization of service to Honorable based on the totality of the applicant's record, including length, quality of service, and combat experience, which outweighed the applicant's missed drills and status as an Unsatisfactory Participant (Absent Without Leave).

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

ARMY DISCHARGE REVIEW BOARD CASE REPORT AND DIRECTIVE

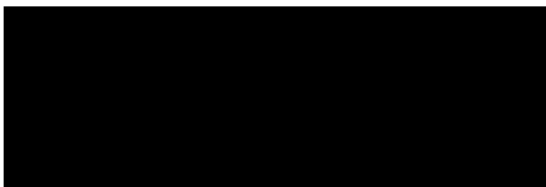
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10. BOARD ACTION DIRECTED:

- a. Issue a New DD-214 / Separation Order: Yes
- b. Change Characterization to: Honorable
- c. Change RE Code to: No Change
- d. Change Authority to: AR 135-178

Authenticating Official:

3/23/2026



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
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
UOTHHC – Under Other Than
Honorable Conditions
VA – Department of Veterans
Affairs