



**DEPARTMENT OF THE NAVY**  
BOARD FOR CORRECTION OF NAVAL RECORDS  
701 S. COURTHOUSE ROAD, SUITE 1001  
ARLINGTON, VA 22204-2490

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Docket No. 10368-24  
Ref: Signature Date

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Dear Petitioner:

This is in reference to your application for correction of your naval record pursuant to Section 1552 of Title 10, United States Code. After careful and conscientious consideration of relevant portions of your naval record and your application, the Board for Correction of Naval Records (Board) found the evidence submitted insufficient to establish the existence of probable material error or injustice. Consequently, your application has been denied.

A three-member panel of the Board, sitting in executive session, considered your application on 26 November 2024. The names and votes of the members of the panel will be furnished upon request. Your allegations of error and injustice were reviewed in accordance with administrative regulations and procedures applicable to the proceedings of this Board. Documentary material considered by the Board consisted of your application, together with all material submitted in support thereof, relevant portions of your naval record and applicable statutes, regulations and policies. In addition, the Board considered the 11 September 2024 decision by the Marine Corps Performance Evaluation Review Board (PERB) and 28 May 2024 Advisory Opinion (AO) provided to the PERB by the Manpower Management Division Records and Performance Branch (MMPB-23). Although you were provided an opportunity to respond to the AO, you chose not to do so.

The Board carefully considered your request to remove the change of Reporting Senior (CH) fitness report for the period 1 January 2022 to 31 May 2022. The Board considered your contention that the fitness report is unjust because you only served 51 days as a Canvassing Recruiter, following a change of duty, after seeking help for mental health during the reporting period. Next, you claim that your Reporting Senior (RS) did not speak with you about new billet expectations, and your claims of discrimination due to your proactive step of seeking mental health treatment. Furthermore, you argue the fitness report is unjust due to insufficient observation time and despite not officially being marked adverse, being treated as such.

The Board, however, substantially concurred with the AO and the PERB Decision that the report is valid as written and filed, in accordance with the applicable Performance Evaluation System (PES) Manual guidance. In this regard, the Board determined your contentions lack validation beyond your personal statement. The Board further noted, neither the RS nor Reviewing Officer (RO) made any reference to the status of your mental health or your Relief for the Good of

Service (GOS) in their respective comments on the fitness report. Additionally, the Board noted pursuant to the PES Manual, the perceived competitiveness of a fitness report's relative value or comparative assessment is not a basis for removal or modification of a fitness report. The Board further noted although an initial counseling is encouraged, it is not required before processing of a fitness report. Lastly, the Board noted although you claim there was insufficient observation time, the fitness report accurately reflects the five month reporting period. Thus, the Board concluded that there is no probable material error, substantive inaccuracy, or injustice warranting corrective action. Accordingly, given the totality of the circumstances, the Board determined that your request does not merit relief.

You are entitled to have the Board reconsider its decision upon submission of new matters, which will require you to complete and submit a new DD Form 149. New matters are those not previously presented to or considered by the Board. In this regard, it is important to keep in mind that a presumption of regularity attaches to all official records. Consequently, when applying for a correction of an official naval record, the burden is on the applicant to demonstrate the existence of probable material error or injustice.

Sincerely,

1/16/2025

