

Subj: REVIEW OF NAVAL RECORD OF [REDACTED],
USN, XXX-XX-[REDACTED]

3. Factual Background. The following are the relevant facts of Petitioner's case based upon review of his naval record and/or the matters provided with his application:

a. On 2 February 2017, Petitioner enlisted in the United States Navy for a period of eight years, with a four-year active-duty obligation.

b. Petitioner entered active duty in the Navy pursuant to the enlistment described in paragraph 3a above on 1 October 2018. See enclosure (2).

c. On 29 September 2022, Petitioner was involuntarily discharged from the Navy for misconduct due to commission of a serious offense. The serious offense in question was his refusal to comply with the former COVID-19 vaccination mandate in reference (c), in violation of Article 92, Uniform Code of Military Justice.

d. By memorandum dated 21 May 2025, Navy Recruiting Command certified that Petitioner was prescreened in accordance with reference (b) and determined to meet retention standards. See enclosure (3).

e. By memorandum dated 26 June 2025, BUPERS-328 advised the Board that Petitioner's official military personnel file shows Petitioner was a Master-at-Arms Third Class Petty Officer (MA3). Petitioner's Active-Duty Service Date (ADSD) was 1 October 2018, and his Expiration of Active Obligated Service (EAOS) was 30 September 2023. At the time of Petitioner's EAOS he would have been eligible for a Zone A, MA/0000 Selective Retention Bonus (SRB) 1.0 award level in accordance with reference (d). BUPERS-328 further advised that to maximum his SRB, Petitioner should have performed a three-year reenlistment on his EAOS date of 30 September 2023. Reenlistment under these terms would have entitled Petitioner to a Zone B SRB. See enclosure (4).

f. By memorandum dated 1 July 2025, the Office of the Chief of Naval Operations (N132) advised the Board that Petitioner participated in Cycle 255 in March 2022 for an advancement opportunity to MA2/E5, and if advanced to MA2/E5 from Cycle 255, effective date of advancement would have been between 16 July 2022 - December 2022. The next advancement eligibility point to E6 would be the March 2025 advancement Cycle 267 NWAE. See enclosure (5).

4. Conclusion. Upon careful review and consideration of all the evidence of record, the Board found an injustice warranting relief.

a. According to reference (f), the COVID-19 vaccination mandate was an "unfair, overbroad, and completely unnecessary burden on our Service members" and the military "unjustly discharged those who refused the vaccine." Since there was no other basis for administrative separation apparent in Petitioner's naval record, the Board therefore found an injustice in that Petitioner was involuntarily separated from the Navy solely for refusing the former COVID-19 vaccination mandate.

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b. Having found an injustice in that Petitioner was involuntarily separated from the Navy solely for refusing the former COVID-19 vaccination mandate, the Board also found an injustice in any and all adverse actions that followed from or contributed to that separation.

5. Recommendations. Having found an injustice in that Petitioner was involuntarily separated from the Navy solely for refusing the former COVID-19 vaccination mandate, the Board recommends that the following corrective actions be taken on Petitioner's naval record.

a. The following recommended corrective actions are contingent upon Petitioner's acceptance of the Navy's offer of reinstatement subject to the terms of reference (b).¹

(1) That Petitioner's naval record be corrected to reflect that he was not discharged from the Navy in September 2022, but rather that he continued to serve honorably in the rates indicated in paragraph 5a(2) below with no break in service at his last duty station. As such, Petitioner is to receive constructive service credit for the period from September 2022 until the date that he is reinstated in the Navy. To effectuate this relief, Navy Personnel Command (NPC) is directed to scrub Petitioner's record and remove any and all references to Petitioner's discharge, including but not necessarily limited to any documents related to his administrative separation process.

(2) That Petitioner's naval record be corrected to reflect that he was advanced to MA2/E5 with an effective date of advancement of 16 July 2022. NPC will make all appropriate service record entries of his corrected advancement date.

(3) That Petitioner's naval record be corrected to reflect that he executed a three-year reenlistment contract on his EAOS date of 30 September 2023. Per enclosure (5), such reenlistment would entitle Petitioner to a Zone A, MA/0000, 1.0 award level SRB.

(4) That appropriate administrative fillers be inserted into Petitioner's naval record to remove the gap in his record between September 2022 and his eventual reinstatement date during which he did not receive any evaluation reports.

b. The Board further recommends that NPC scrub Petitioner's naval record and remove any adverse information pertaining to Petitioner's refusal to comply with the former COVID-19 vaccination mandate, including but not limited to any punitive actions, "Page 13" entries, adverse evaluation reports (to be replaced with appropriate administrative fillers) and Certificate of Release from Active Duty (DD Form 214). This recommended corrective action is not subject to the contingency referenced in paragraph 5(a) above and should be implemented without delay.

c. Copies of this record of proceedings shall be provided to the Defense Finance and Accounting Service and the Defense Health Agency to facilitate the estimate of all pay and benefits which may be due to the Petitioner as a result of the contingent corrective actions referenced in paragraph 5a above.

¹ Petitioner's failure to agree to this contingency, or to execute the terms of his reinstatement, shall negate these recommendations. This contingency is applied in accordance with the guidance attached in reference (b).

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6. It is certified that a quorum was present at the Board's review and deliberations, and that the foregoing is a true and complete record of the Board's proceedings in the above titled matter. I have assured compliance with the provisions of reference (g) in the Board's proceedings.

7. Pursuant to the authority delegated to me by the Secretary of the Navy in reference (g), I hereby approve the Board's recommendations and direct the corrective actions reflected in paragraph 5 above on his behalf.

8/7/2025

