



PERSONNEL AND
READINESS

OFFICE OF THE UNDER SECRETARY OF DEFENSE
1500 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

APR - 1 2025

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS

SUBJECT: Updated Guidance on Correction of Military Records for Service Members
Involuntarily Separated for Refusal to Comply with Coronavirus Disease 2019
Vaccination Requirements

This memorandum provides updated guidance and procedures (Attachment 1) to implement Executive Order (EO) 14184, "Reinstating Service Members Discharged Under the Military's COVID-19 Vaccination Mandate," January 27, 2025 and Secretary of Defense Memorandum, "Providing Remedies for Service Members and Veterans Negatively Impacted by the Department's Defunct Coronavirus Disease 2019 Vaccination Mandate Based Executive Order," February 6, 2025. This updated guidance replaces Office of the Under Secretary of Defense for Personnel and Readiness Memorandum, "Correction of Military Records for Service Members Involuntarily Separated for Refusal to Comply With COVID-19 Vaccination Requirements," February 7, 2025 (hereby rescinded).

As directed by the Secretary of Defense, the Department of Defense shall take all actions necessary to make reinstatement available to all members of the military (Active and Reserve Components) who were discharged solely for refusal to receive the coronavirus disease 2019 (COVID-19) vaccine and who request to be reinstated. The Secretaries of the Military Departments will process reinstatements for individuals either involuntarily discharged or those who voluntarily left the service or allowed their service to lapse, rather than be vaccinated under the vaccine mandate, consistent with this guidance.

In cases where the Service member was involuntarily separated (EO, sec. 2(a) and (b)), the Secretaries of the Military Departments will contact such Service members and make available to them reinstatement via the Boards for Correction of Military/Naval Records (BCM/NRs) process. The BCM/NRs should exercise their broad discretion to order all appropriate retroactive corrections of the Service member's record as described in Attachment 2.

In cases where members voluntarily left the service or allowed their service to lapse (EO, sec. 2(c)), the Secretaries of the Military Departments will continue to broadly communicate (e.g., via social media, external web sites, newsletters) information to inform these members about the process to return to service. Should those individuals elect to return to service, then they must present a written statement attesting that they chose to leave the service or allowed their service to lapse, rather than be vaccinated under the vaccine mandate. The Secretaries of the Military Departments will then provide an accelerated process for the member to return to service.

In support of the requirement that a written outreach package be sent to each former Service member who was involuntarily discharged solely due to refusal to receive the

COVID-19 vaccine, the following documents are attached: 1) Assistant Secretary of Defense for Manpower and Reserve Affairs welcome letter (Attachment 3); 2) Financial benefits fact sheet (Attachment 4); 3) Medical benefits fact sheet (Attachment 5); and, 4) BCM/NR application guidance (Attachment 6).

For the next 12 months, the Secretaries of the Military Departments will continue to report on their progress to reinstate those Service members voluntarily and involuntarily separated solely due to the refusal to comply with the COVID-19 vaccination requirements on a monthly basis. My point of contact is Mr. Kent Bauer at (703) 693-4204 or kent.p.bauer.civ@mail.mil.



Jules W. Hurst III
Performing the Duties of the Under Secretary of
Defense for Personnel and Readiness

Attachments:
As stated

cc:
Director, Defense Health Agency
Deputy Assistant Secretary of Defense
for Health Services Policy and Oversight
Deputy Assistant Secretary of Defense
for Military Personnel Policy
Deputy Chief of Staff, G-1, U.S. Army
Deputy Commandant for Manpower
and Reserve Affairs, U.S. Marine Corps
Chief of Naval Personnel, U.S. Navy
Deputy Chief of Staff for Personnel, U.S. Air Force
Deputy Chief of Space Operations, Personnel
Director for Manpower and Personnel, J1
Surgeon General of the Army
Surgeon General of the Navy
Surgeon General of the Air Force