

# MILITARY CULTURAL COMPETENCY

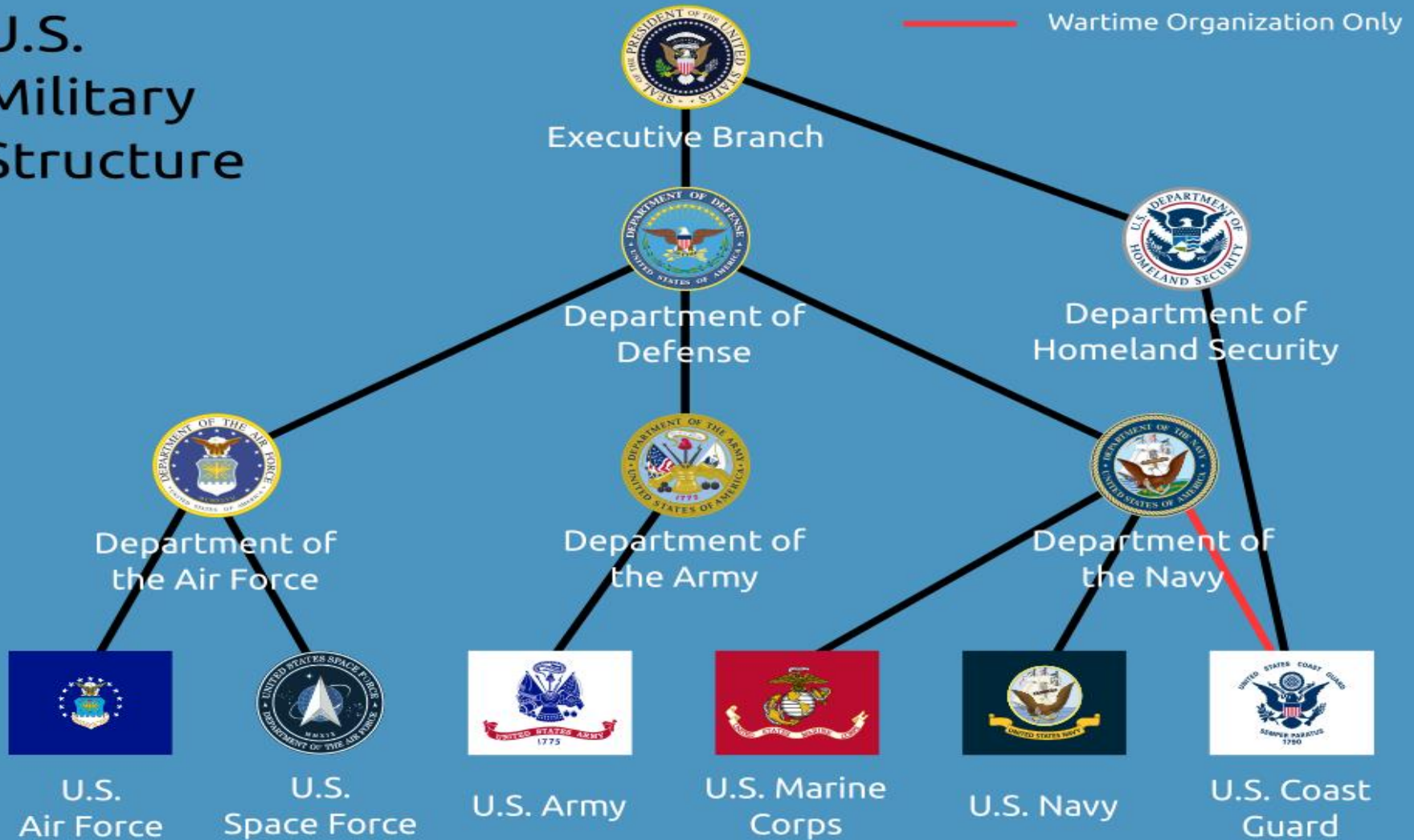
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# What do you need to know?

- The Structure of the Military
- The Nature of Military Service
- Transitioning to Civilian Life

# MILITARY ORGANIZATIONAL CHART

## U.S. Military Structure



# The Army

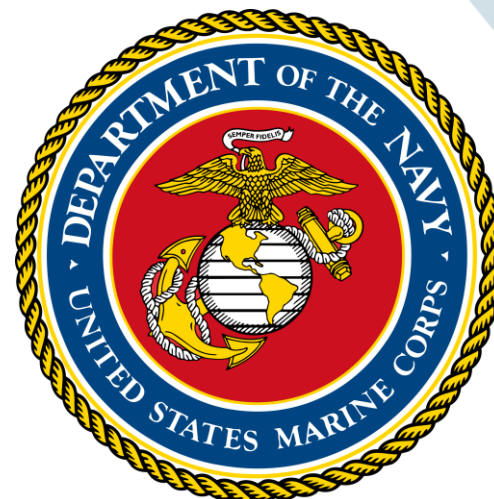




# The Navy



# The Marine Corps





# The Coast Guard



# The Air Force





# The Space Force



# Special Forces



# Key Takeaways

- Each service has a specific mission and focus
- Each has its own institutional history and culture
- Each has its own distinctive uniforms
- Each servicemember has a service specific name
  - Soldiers = Army
  - Sailors = Navy
  - Marine = Marine Corps
  - Guardsmen = Coast Guard
  - Airman = Air Force
  - Guardian = Space Force



# The Nature Of Military Service

- Duty Status
  - Active Duty
  - Reserve
  - National Guard
- Rank Structure (Officer vs. Enlisted)
- Military Occupational Specialty (MOS)
- System of Reward / Promotion / Punishment

# Military Justice System

Uniform Code of Military Justice (UCMJ)

Specialized military courts

Courts-martial

- General courts-martial (GCM)

- Special courts-martial (SPCM)

- Summary courts-martial (SCM)

Non-Judicial Punishment

- Article 15

- Letters of reprimand / counseling statements

- “drop and give me 20”

# Cultural Differences

Military	Civilian
Direct Communication	Indirect Communication
Conflicts Addressed	Conflicts Avoided (Diplomacy)
Rules Of Conduct Explicit	Rules Of Conduct Implicit
Language Function	Language Ascetic
Authority = Respect / Formality	Authority = Peer / Informality
Daily Structure High	Daily Structure Low
Emphasis On Outcome	Emphasis On Process
Tight Community Bonds	Loose Community Bonds

-David M. Joseph, Ph.D.



# Transition Process

- Annually, about 175,000 active duty and 100,000 reserve servicemembers leave the armed forces
- Out-processing includes information sessions, medical evaluations, and other activities
- Challenges with transition common
  - Unemployment and underemployment: 8 in 10 servicemembers leave the military without a job lined up
  - Difficulties with securing housing, arranging finances, obtaining health care, planning for the future: 40% or more leave without permanent housing

Source: USC School of Social Work, The State of the American Veteran (2013)

# Transition Pathways

- Administrative Separation
- Punitive Separation
- Medical Discharge
- Retirement

# Administrative Separation

- Within control of chain of command
- Subject to laws and regulation – but individual unit command has significant discretion
- Connected to military discipline and the military justice system
- Voluntary vs. involuntary separation



# Administrative Separation

## CHARACTER OF SERVICE

- Honorable
- General (Under Honorable Conditions)
- Other Than Honorable (OTH, formerly Undesirable)
- Bad Conduct
- Dishonorable or Dismissal

## NARRATIVE REASON

- Completion of required active service
- Condition not a disability, Personality disorder, Pregnancy ...
- Serious Misconduct, Minor Misconduct, Drug Abuse, Pattern of Misconduct
- In Lieu of Court Martial
- (formerly) Homosexual Conduct or Acts

# Punitive Separation

- Sentence of a courts-martial may include punitive discharge as part of the punishment
- Special Courts-Martial → Bad Conduct
- General Courts-Martial → Bad Conduct or Dishonorable/Dismissal
- Automatic appeal to military Criminal Courts of Appeals
- VERY rare: ~1% of all discharges punitive, steady since post-WWII

# Medical Discharge

- No longer “fit for duty” due to injury incurred or aggravated during service
- Processing through the Integrated Disability Evaluation System (IDES)
  - Medical Evaluation Board (MEB) → Physical Evaluation Board (PEB) → Temporary Disability Retirement List (TDRL) or Permanent Disability Retirement List (PDRL) or Discharge
- Uses VA examiners and rating schedule
  - But can have different ratings DOD vs. VA



# Retirement

- 20+ years of service
- Entitled to military pension
  - Different than VA non-service-connected pension
- Eligible for TRICARE health insurance
- Still subject to UCMJ



# DD-214

- Department of Defense Form 214
- Documents key facts about service, including dates of active and inactive service, awards/medals, discharge status, narrative reasons, and deployments
- Different versions for different eras
- National Guard Bureau (NGB) Form 22 = equivalent form for Guard veterans

CAUTION: NOT TO BE USED FOR IDENTIFICATION PURPOSES THIS IS AN IMPORTANT RECORD. SAFEGUARD IT. ANY ALTERATIONS IN SHADED AREAS RENDER FORM VOID

**CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY**  
This Report Contains Information Subject to the Privacy Act of 1974. As Amended.

1. NAME (Last, First, Middle)		2. DEPARTMENT, COMPONENT AND BRANCH		3. SOCIAL SECURITY NUMBER	
4a. GRADE, RATE OR RANK		b. PAY GRADE		5. DATE OF BIRTH (YYYYMMDD)	
6. RESERVE OBLIGATION TERMINATION DATE (YYYYMMDD)		7a. PLACE OF ENTRY INTO ACTIVE DUTY			
b. HOME OF RECORD AT TIME OF ENTRY (City and state, or complete address if known)		8a. LAST DUTY ASSIGNMENT AND MAJOR COMMAND			
b. STATION WHERE SEPARATED		9. COMMAND TO WHICH TRANSFERRED			
10. SGLI COVERAGE		AMOUNT: \$			
11. PRIMARY SPECIALTY (List number, title and years and months in specialty. List additional specialty numbers and titles involving periods of one or more years.)		12. RECORD OF SERVICE			
a. DATE ENTERED AD THIS PERIOD		YEAR(S) MONTH(S) DAY(S)			
b. SEPARATION DATE THIS PERIOD					
c. NET ACTIVE SERVICE THIS PERIOD					
d. TOTAL PRIOR ACTIVE SERVICE					
e. TOTAL PRIOR INACTIVE SERVICE					
f. FOREIGN SERVICE					
g. SEA SERVICE					
h. INITIAL ENTRY TRAINING					
i. EFFECTIVE DATE OF PAY GRADE					
13. DECORATIONS, MEDALS, BADGES, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED (All periods of service)		14. MILITARY EDUCATION (Course title, number of weeks, and month and year completed)			
15a. COMMISSIONED THROUGH SERVICE ACADEMY		YES		NO	
b. COMMISSIONED THROUGH ROTC SCHOLARSHIP (10 USC Sec. 2107b)		YES		NO	
c. ENLISTED UNDER LOAN REPAYMENT PROGRAM (10 USC Chap. 109) (If Yes, date of commitment)		YES		NO	
16. DAYS ACCRUED LEAVE PAID		17. MEMBER WAS PROVIDED COMPLETE DENTAL EXAMINATION AND ALL APPROPRIATE DENTAL SERVICES AND TREATMENT WITHIN 90 DAYS PRIOR TO SEPARATION		YES NO	
18. REMARKS					
The information contained herein is subject to computer matching within the Department of Defense or with any other affected Federal or non-Federal agency for verification purposes and to determine eligibility for, and/or continued compliance with, the requirements of a Federal benefit program.					
19a. MAILING ADDRESS AFTER SEPARATION (Include ZIP Code)		b. NEAREST RELATIVE (Name and address - include ZIP Code)			
20. MEMBER REQUESTS COPY 6 BE SENT TO (Specify state/locality)		OFFICE OF VETERANS AFFAIRS		YES NO	
a. MEMBER REQUESTS COPY 3 BE SENT TO THE CENTRAL OFFICE OF THE DEPARTMENT OF VETERANS AFFAIRS (WASHINGTON, DC)		YES		NO	
21. a. MEMBER SIGNATURE		b. DATE (YYYYMMDD)		22. a. OFFICIAL AUTHORIZED TO SIGN (Typed name, grade, title, signature)	
b. DATE (YYYYMMDD)		E			
SPECIAL ADDITIONAL INFORMATION (For use by authorized agencies only)					
23. TYPE OF SEPARATION		24. CHARACTER OF SERVICE (Include upgrades)			
25. SEPARATION AUTHORITY		26. SEPARATION CODE		27. REENTRY CODE	
28. NARRATIVE REASON FOR SEPARATION					
29. DATES OF TIME LOST DURING THIS PERIOD (YYYYMMDD)		30. MEMBER REQUESTS COPY 4 (Initials)			

DD FORM 214, AUG 2009 PREVIOUS EDITION IS OBSOLETE. MEMBER - 4

# WHAT IS A “VETERAN”?

- Legal Standard – Cultural Standard
- Inconsistent standard across various administrative agencies
- “Are you a veteran?” OR..
- “Have you ever served in the military?”

# Department of Veterans Affairs



**VA**

U.S. Department  
of Veterans Affairs

# QUESTIONS?