



## Work Related

### **SUPPORT DURING ADMINISTRATIVE SEPARATION**

Consistent with good order and discipline, Commanders should make reasonable efforts to assist Airmen who are unable to meet Air Force standards or cannot adapt to the military environment before initiating administrative discharge proceedings. Medical and emotional conditions, which can render individuals unfit for military duty, are handled through the Medical Evaluation Board/Physical Evaluation Board process. Conditions rendering an individual unsuitable for service are managed through administrative processes.

When undergoing an administrative separation, a member may experience significant stress related to numerous issues, including impending unemployment, financial problems, family disappointment, or feelings of failure and anger at the unit or particular individuals. Some personnel may respond to involuntary separation with thoughts of harming themselves or harming anyone blamed for the separation, including the Air Force/Government in general.

### **Signs Wingmen Should Know/Look For**

- Indications that the individual is feeling hopeless or severely distressed about how to cope with separation.
- Indications that the individual has no plans for employment or housing following separation.
- Indications of thoughts of harming themselves or acting in a violent or destructive manner toward government personnel, material, or assets.
- History of violence or suicide risk.
- Indications of extreme anger, shame, or ideas of persecution.

### **Recommended Wingman Action**

- Recognize that involuntary separation can be extremely distressing, and be particularly aware of the wingman role.
- Recognize that some persons may have thoughts of harming themselves or others in the context of involuntary separation.
- Inform leadership of any concerns, especially if any threats are made.
- **Encourage Airman to contact installation Airman and Family Readiness Center for transition assistance and resources.**

### **Leadership Considerations**

- Consider potential safety issues if the individual is extremely distressed, and ensure safeguards as appropriate.
- Consider the potential for sabotage or acting out in a violent or destructive manner with regard to themselves, others, or government material/assets.
- Consult with the Mental Health Clinic if there are concerns about potential for violence directed against themselves, others, or government material/assets.
- Be aware that pending separation can be very stressful for families. Assess the needs of the family and mobilize support as appropriate.
- See AFI 36-3208 about Airmen being administratively separated who have deployed to a contingency operation and may have PTSD/TBI.
- **Contact installation Airman and Family Readiness Center for information about agencies or local resources for post-separation support in the community where member plans to relocate.**