



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS FOURTH AIR FORCE
MARCH ARB, CALIFORNIA

24 October 2021

MEMORANDUM FOR MILITARY EQUAL OPPORTUNITY

FROM: LT COL BRANDI B. KING
4AF/A3T

SUBJECT: Religious Discrimination Complaint – Orders Cancellation

References: (a) DAFI 52-201, 23 June 2021, *Religious Freedom in the Department of the Air Force*.
(b) DoDI 1300.17, 1 September 2020, *Religious Liberty in the Military Services*.
(c) AFI 48-110, 6 October 2013, *Immunizations and Chemoprophylaxis for the Prevention of Infectious Diseases*.
(d) AFPD 52-2, 28 July 2020, *Accommodation of Religious Practices in the Air Force*.
(e) Civil Rights Act of 1964
(f) Religious Freedom Restoration Act of 1993

1. I, Lt Col Brandi B. King, 4AF/A3T, March ARB, CA, AFSC 11M4Y, [REDACTED], am submitting a formal complaint for religious discrimination based on direction originating from Maj Gen [REDACTED], 4AF/CC and perpetuated by Colonel [REDACTED].
2. On 11 September 2021 at 0902 CST, I received an order from Maj Gen [REDACTED], read over the phone and later delivered via email by my supervisor, to either receive vaccination for COVID-19, present a valid medical exemption, or submit for religious accommodation by 3 October 2021.
3. I was called by my supervisor four separate times from 11 September until 28 September 2021. Each time we spoke he urged me not to file for religious accommodation because he wanted to keep me in the Air Force, wanted me to receive my retirement pension, and he did not believe religious accommodations would be granted. He told me I could not go to the Inactive Ready Reserves when I requested to do so, but instead told me that I would be subject to court martial, dishonorable discharge along with Article 92 and Article 15 punishment under Uniform Code of Military Justice (UCMJ) if I was not granted accommodation and refused the Covid-19 vaccine.
4. On 28 September 2021, at 1550 CST, I received another call during which my supervisor told me he had just returned from “an ass chewing” by Maj Gen [REDACTED] regarding my *intent* to file a religious accommodation request. My supervisor asked me very directly if I had everything I needed to file the religious accommodation request by the 3 October 2021 deadline and whether I intended to do so. I responded that, to my knowledge, I did have everything I needed and that it was still my intent to submit a religious accommodation request no later than the deadline in the order. He immediately responded that if I intend to file the accommodation request, that per Maj Gen [REDACTED], he must cancel my previously approved MPA order to serve as the USAF Rated Diversity Improvement Lead in my hometown of San Antonio, Texas. Within 24 hours, the order was cancelled in AROWS-R.
5. This cancellation of my previously approved order, due to my expression of sincerely held religious beliefs, is religious discrimination for the following reasons:

[REDACTED]

a. DoDI 1300.17 1.2 b. states: “A Service member’s expression of such beliefs may not, in so far as practicable, be used as the basis of any adverse personnel action, discrimination, or denial of promotion, schooling, training, or assignment.”

b. AFPD 52-2 1.6 reaffirms: “An Airman's expression of sincerely held beliefs may not be used as the basis for any adverse personnel action, discrimination, or denial of promotion; and in so far as practicable, may not be used as a basis for making schooling, training, or assignment decisions.”

c. Civil Rights Act of 1964 prohibits: discrimination on the basis of race, color, religion, sex, or national origin.

d. Religious Freedom Restoration Act of 1993: prohibits any agency, department, or official of the United States or any State government from substantially burdening a person’s exercise of religion even if the burden results from a rule of general applicability, except that the government may burden a person’s exercise of religion only if it demonstrates that application of the burden to the person: (1) furthers a compelling governmental; and (2) is the least restrictive means of furthering that compelling governmental interest.

6. As there was no governmental interest that precluded me from continuing to report to JBSA Randolph, TX (in my hometown) to serve as the Rated Diversity Improvement Lead, coupled with the fact that it was explicitly verbalized that the cancellation of my orders was a direct result of my verbal response—to repeated inquiry—as to my intent to request religious accommodation, I have suffered discrimination and substantial burden for exercising my religious beliefs.

7. I request a retroactively applied “points only” status from 1 October to 30 November 2021, and request to be marked constructively present for all FY22 UTA periods and Annual Tour, to ensure I have a “good year” as a Reservist since I was denied such due to religious discrimination.

8. If you have any questions, please contact Lt Col Brandi B. King at [REDACTED]



BRANDI B. KING, LT COL, USAF
Director of Operations

[REDACTED]

From: KING, BRANDI B Lt Col USAF AFRC 4 AF/A3T [REDACTED]
Subject: FW: 4AF/CC D sapprova /Cance at on of MPA orders due to RAR
Date: September 29, 2021 at 10:50 AM
To: [REDACTED]



For Record.

From: KING, BRANDI B Lt Col USAF AFRC 4 AF/A3T
Sent: Wednesday, September 29, 2021 1:04 AM
To: [REDACTED] Col USAF [REDACTED]
Cc: [REDACTED] GS-15 USAF [REDACTED]
Subject: 4AF/CC Disapproval/Cancellation of MPA orders due to RAR

Good evening Colonel H [REDACTED],

Sir, thank you for the phone call this afternoon informing me that the previously coordinated, AETC funded MPA orders from 1 Oct 21 to 29 Mar 22 were no longer permitted by Maj Gen P [REDACTED] due to my intent to submit a Religious Accommodation Request.

When we finished the phone call this afternoon, I immediately called my AETC Division Chief (cc'd) to let him know exactly what you told me so he could let AETC leadership know and they could find another individual to serve as Rated Diversity Improvement Lead.

I have also contacted my civilian employer and started the "return to work" process based on the information you provided via our phone call, and specifically to stay in compliance with USERRA.

As discussed via phone last week and again today, I plan to have my Religious Accommodation Request submitted to Maj Gen P [REDACTED] on or before the established 3 October deadline.

Very Respectfully,

Lt Col Brandi "BB" King
AETC/A3LV
Rated Diversity Improvement
Mobile [REDACTED]

REQUEST AND AUTHORIZATION FOR ACTIVE DUTY TRAINING/ACTIVE DUTY TOUR

BY ORDER OF THE SECRETARY OF THE AIR FORCE

PRIVACY ACT STATEMENT

AUTHORITY: 10 USC 8013; Executive Order 9397

PRINCIPAL PURPOSES: Used to request and authorize Air Force reservist tours of active duty as well as acting as a temporary duty travel order SSN is used to make positive identification of military personnel Becomes record copy of orders after authentication; enables reservist to procure transportation receive reimbursement for travel expenses and be paid military pay as applicable

ROUTINE USES: A copy of the order may be provided to civilian employers to substantiate active duty military requirements

DISCLOSURE IS VOLUNTARY: However without this information and SSN the Air Force cannot act on your travel per diem and pay entitlements

1 NAME (Last First MI) KING, BRANDI BA		2 GRADE LT COL	3 SSN [REDACTED]	
4 PRESENT STREET ADDRESS [REDACTED]		5 C TY [REDACTED]	6 STATE [REDACTED]	7 Z P CODE [REDACTED]
8 UN T OF ASS GNMENT [REDACTED]	9. LOCATION [REDACTED]			10 PAS CODE [REDACTED]

11 Mbr is ordered to **MILITARY PERSONNEL APPROPRIATION** for 180 * days plus auth tvl time (0 Tvl Days) TRACKING #: [REDACTED]

12 W LL REPORT TO (Unit and location) [REDACTED] AIR EDUC AND TRNG CM [REDACTED] JBSA RANDOLPH AFB, TX 78150-5000		13 REPORT NG DATA (Hour) (YYYYMMDD) 0730 2021 [REDACTED]	14 RELEASE DATE (YYYYMMDD) 2022 [REDACTED]
15 CORPORATE L M TS <input checked="" type="checkbox"/>		16 COMMUT NG AREA <input type="checkbox"/>	17 BAS CODE N

18 REMARKS **AUTH: AFMAN 36-8001** (File travel voucher and completed statement of tour of duty within 5 workdays after tour completion Travel days will not exceed DODFMR authorized travel time Per diem is based on availability of gov't quarters and mess; contact the base billeting office since gov't quarters must be used when available)
SEE NEXT PAGE FOR REMARKS.

CONTINUED ON NEXT PAGE

19 TNG CAT ND 0J	20 TOUR ND	21 MEAN CODE [REDACTED]	22 MAN DAY D [REDACTED]
ESTIMATED COST →		23 TRAVEL \$0.00	24 PER DEM \$0.00
		25 OTHER \$0.00	26 TOTAL \$0.00

27. **PAY AND ALLOWANCE**
[REDACTED]

28 TRAVEL REQUESTING OFFICIAL [REDACTED] (Typed name grade DSN)	29 S GNATURE "ELECTRONICALLY APPROVED"	30 DATE 2021 [REDACTED]
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31 DEPARTMENT OF THE AIR FORCE (Enter designation and location of headquarters) 452 AW SWC MARCH ARB, CA 92518	TDN: FOR THE COMMANDER
32 RESERVE ORDER NO [REDACTED]	33 DATE 2021 [REDACTED]
34 D STR BUT ON	
35 AUTHORIZING/ORDER ISSUING OFFICIAL (Title and Signature) [REDACTED] "ELECTRONICALLY APPROVED"	



36 STATEMENT OF TOUR OF DUTY										
	LOCA ON	HOUR (mil)	DAY	MON H		LOCA ON	HOUR (mil)	DAY	MON H	MODE O RAVEL
a					b					
DEPAR					ARR VE					
c					d					
DEPAR					ARR VE					

37 certify that have complied with the above order The statements on this form are true and complete If a Federal Civil Service Employee, I certify that I have applied for appropriate leave. My Spouse (C rc e One) was/was not in Active Duty status during this tour (C rc e One) d/d d not occupy gov t quarters		40 Member reported for duty at _____ hours on _____ and was released from duty at _____ hours on _____	
38 MEMBER S S GNATURE		39 DATE	41 CERT FY NG OFF C ALS PR NTED NAME
43 CERT FY NG OFF C ALS S GNATURE		42 DSN	
47 T MEKEEPER STATEMENT certify receiving a copy of this order for civilian pay related review and processing		44 DATE	
45 T MEKEEPER S GNATURE			

OFFICIAL

AROWS-R

██████████
██████████
2021/09/27

KING, BRANDI BA/LT COL ██████████
██████████

Continuation of AF Form 938, Block 18. Remarks (AFMAN 36-8001):

- a. AUTH: 10 USC 12301(d)
- b. PAY AND ALLOWANCE ESP CODE: N/A.
- c. TRAVELER USES INDIVIDUALLY BILLED ACCOUNT (IBA).
- d. IF THIS ORDER CONFLICTS WITH THE JTR, THE JTR PREVAILS.
- e. IF THIS ORDER IS FOR A PERIOD OF ACTIVE DUTY OF 90 CONSECUTIVE DAYS OR MORE, INITIAL ACTIVE DUTY FOR TRAINING (BMT AND TECHNICAL SCHOOL), OR IN DIRECT SUPPORT OF A CONTINGENCY OPERATION, SUBMIT A DD FORM 214 WORKSHEET (CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY) VIA VMPF AT THE TIME YOU CERTIFY AND SUBMIT FOR RECEIPT OF PAY.
- f. AUTH: TITLE 10 USC 12301 (D) (MAJCOM TASKING) PER EXECUTIVE ORDER 89999M "MANDAYS (ALL OTHERS)" AND AFI 36-2619. ALL 12301(D) ORDERS COUNT TOWARDS A MEMBER'S 1095 COUNT.
- g. REPORT TO MPS/FSMPD PRIOR TO DEPARTURE
- h. FOR THIS ORDER, MEMBER WILL DEPART FROM SAN ANTONIO, TX AND RETURN TO SAN ANTONIO, TX.
- i. MBE ON MPA ORDERS FOR A PERIOD OF 180 DAYS..
- j. MEMBERS DUTY STATUS IS 24.
- k. PERSTEMPO CODE, IS D, Mission Support . PERSTEMPO LOCATION IS ██████████
- l. RENTAL CAR IS NOT AUTHORIZED AT ██████████
- m. ADVANCE BY FSO IS NOT AUTHORIZED. TRAVELER HAS A GOVT CHARGE CARD AND PIN, WHICH WILL BE USED FOR ATM CASH ADVANCES AND MEALS AND INCIDENTAL EXPENSES (M+IE) PLUS MISCELLANEOUS EXPENSES.
- n. THE TRAVEL AND TRANSPORTATION REFORM ACT OF 1998 (TTRA), PUBLIC LAW 105-264 STIPULATES THAT THE GTCC WILL BE USED BY ALL U.S. GOVERNMENT PERSONNEL, MILITARY AND CIVILIAN TO PAY FOR COSTS INCIDENT TO OFFICIAL GOVERNMENT TRAVEL UNLESS SPECIFICALLY EXEMPT.
- o. M4S TASK ID #: ██████████
- p. IAW PUBLIC LAW 112-56 AND US CODE TITLE 10 SECTIONS 1142 AND 1144, CITIZEN AIRMEN WHO HAVE COMPLETED 180 DAYS OR MORE OF CONTINUOUS ACTIVE DUTY ARE REQUIRED TO ATTEND THE MANDATED TRANSITION ASSISTANCE PROGRAM (TAP) REQUIREMENTS BEFORE THE END OF THEIR ORDERS. THE FOLLOWING ARE REQUIREMENTS OF TAP: INITIAL COUNSELING, PRE-SEPARATION COUNSELING, DOD DAY, DEPARTMENT OF LABOR WORKSHOP (SOME EXEMPTIONS APPLY), VA BENEFITS AND SERVICES BRIEFING, 2 DAY ADDITIONAL WORKSHOPS (MAY BE REQUIRED), AND CAPSTONE. YOUR SERVICING AIRMAN & FAMILY READINESS OFFICE/CENTER IS THE POC FOR COMPLETING THE TAP REQUIREMENTS.
- q. ARCORT #: ██████████

OFFICIAL

[REDACTED]
[REDACTED]
2021/09/28

Subject: Cancellation of MILITARY PERSONNEL APPROPRIATION for KING, BRANDI, BA /LT COL [REDACTED]
[REDACTED]

a. THIS ORDER IS CANCELLED. THE REASON FOR THE CANCELLATION IS: REQ CANC OF ORDERS PER CMD REQUEST..

"ELECTRONICALLY APPROVED"

[REDACTED]
GS-11