

**653—25.25(272C) Disciplinary sanctions.**

**25.25(1)** If the board concludes following a contested case hearing that discipline is warranted, the board has authority to impose any of the following disciplinary sanctions:

- a.* Revocation.
- b.* Suspension.
- c.* Restriction.
- d.* Probation.
- e.* Additional education or training.
- f.* Reexamination.
- g.* Physical or mental evaluation or substance abuse evaluation, or alcohol or drug screening or clinical competency evaluation.
- h.* Civil penalties not to exceed \$10,000.
- i.* Citation and warning.
- j.* Imposition of such other sanctions allowed by law as may be appropriate.

**25.25(2)** At the discretion of the board, the following factors may be considered by the board in determining the nature and severity of the disciplinary sanction to be imposed:

- a.* The relative seriousness of the violation.
- b.* The facts of the particular violation.
- c.* Any extenuating circumstances or other countervailing considerations.
- d.* Number of prior complaints, informal letters or disciplinary charges.
- e.* Seriousness of prior complaints, informal letters or disciplinary charges.
- f.* Whether the licensee has taken remedial action.
- g.* Such other factors as may reflect upon the competency, ethical standards and professional conduct of the licensee.