

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.