

1. The nature and gravity of the proven allegations.
2. The age and experience of the respondent/appellant.
3. The previous character of the respondent/appellant and, in particular, the presence or absence of any prior complaints or violations.
4. The age and mental condition of the applicant or offended party.
5. The number of times the offence was proven to have occurred.
6. The role of the respondent/appellant in acknowledging what had happened.
7. Whether the respondent/appellant has already suffered other serious financial or other penalties as a result of the allegations having been made.
8. The impact of the incident on the applicant or offended party.
9. The presence or absence of any mitigating circumstances.
10. The need to promote specific and general deterrence to uphold the requirements of membership and industry reputation and ensure the property practices in real estate.
11. The need to maintain the public and members' confidence in the integrity of the real estate profession.
12. The degree to which the conduct was found to have occurred was clearly regarded, by consensus, as the type of conduct that would fall outside the permitted range.