

Constitution of the Capital Coed Soccer League

Updated March 18, 2010

- Article I. Name and Purpose
- Section 1. The name of this organization will be the CAPITAL COED SOCCER LEAGUE (CCSL).
- Section 2. The purpose of the CCSL shall be to provide fair and competitive coed soccer to adult players in the metropolitan Washington area and promote related activities. The CCSL shall be affiliated with the United State Soccer Federation ("USSF") through the Metropolitan DC-Virginia Soccer Association (sometimes referred to as the state association) and the United States Adult Soccer Association ("USASA").
- Article II. Membership
- Section 1. Any coed soccer team may become a member of CCSL, upon timely payment of all appropriate fees and deposits, and any other criteria for admission established by the Executive Committee.
- Section 2. Each player on a member team must be registered in accordance with CCSL Bylaws and any other rules established by the Executive Committee.
- Article III. Executive Committee
- Section 1. The Executive Committee will consist of the following voting officers: Commissioner, Vice Commissioner, Web Site Coordinator, Treasurer, Disciplinary Committee Chief Justice, Registrar, Scheduler, Field Marshall, and Recording Secretary, and the following non-voting officers: Social Committee Chair and CCSL Founders Cup Coordinator (if the Founders Cup is held). In the event the Commissioner is unable to serve, the Vice Commissioner will serve as Commissioner for the remainder of the season.
- Section 2. The Executive Committee nominates and appoints the Commissioner of CCSL. The Commissioner will appoint an alternate in any case of his/her absence, pending approval of the Executive Committee.
- Section 3. Along with the Executive Committee, the Commissioner will appoint officers to serve vacancies as Referee Assignor, Web Site Coordinator, Treasurer, Disciplinary Committee Chief Justice, Registrar, Scheduler, Field Marshall, Social Committee Chair, CCSL Founders Cup Coordinator (only if the Founders Cup is held) and Recording Secretary to serve a one-year term.
- Section 4. An Executive Committee member may continue at his/her position after 1 year unless challenged at the General Meeting by a CCSL team captain or player. If there is a challenge, an election will be held and the candidate with a majority of votes (of team captains) will become the Executive Committee member. If there are more than two candidates and no candidate receives a majority in the first ballot cast, the candidate receiving the lowest number of votes is removed from the ballot and another vote is taken. If the winner is the returning Executive Committee member, having served in the same position previously, that person's term is one (1) season and the person may be challenged at the next General Meeting.
- Section 5. Vacancies on the Executive Committee shall be filled by a majority vote of the officers if such vacancies occur between General Meetings. The person appointed by the Executive Committee shall serve until the next General Meeting, at which time the membership shall elect an officer to serve the remaining term of the vacant seat.
- Section 6. Any member of the Executive Committee is subject to removal from office for good cause shown. Charges shall be made in writing and a copy given to the accused member, who will be allowed adequate time to prepare a defense. Removal must be by a vote of at least two-thirds (2/3) of a quorum of team captains present and voting at a duly constituted general meeting.

Article IV. Responsibilities of the Executive Committee Members

- Section 1. The Commissioner shall preside at all meetings, will be an ex-officio member of all league committees, may cast the deciding vote in the event of a tie vote at any Executive Committee meeting or team captain meeting, may make disciplinary findings with the consent of the Disciplinary Chair if the full Disciplinary Committee is unable to consider any matter on a timely basis, and shall represent the league (or designate a representative) at the state soccer association meetings.
- Section 2. The Referee Assignor shall assign USSF certified officials for league games.
- Section 3. The Web Site Coordinator shall keep an accurate and timely written record of league activities on the Internet.
- Section 4. The Treasurer shall have charge of and receive monies on behalf of the league, shall keep a detailed account of income and expenditures, shall submit a complete written report showing league financial transactions at every team captain meeting, and shall prepare a budget for future expected transactions.
- Section 5. The Disciplinary Committee Chief Justice (“Chief Justice”) shall preside over all disciplinary matters under review, shall appoint at the beginning of each season a slate of two additional Discipline Committee members, with approval of the Commissioner who shall serve during that season and with approval of the team captains, shall excuse any member with an apparent conflict-of-interest in a hearing, shall appoint new committee members mid-season with the consent of the Commissioner, and may cast the deciding vote in the event of a tie vote at any Disciplinary Committee meeting. The Chief Justice may also make additional appointments to a disciplinary panel, with the approval of the Commissioner, if needed under the circumstances to replace a member that cannot serve or if an expedited decision is needed.
- Section 6. The Registrar shall collect player registration information (sex, last name, first name, residence address, and date of birth) which may be needed or required for insurance reasons, to obtain field permits, or by the state association, and, in the event that passes are used, shall be responsible for creating and accounting for all player passes.
- Section 7. The Scheduler shall set a schedule at the beginning of the season, and shall consider re-scheduling requests with the advice of the Commissioner and Referee Assignor, and shall handle re-scheduling due to rainouts or other cause.
- Section 8. The Social Committee Chair shall sponsor social events for the good of the game, shall appoint a slate of two more persons to serve on the social committee with approval of the Commissioner, and the good of the league, and shall report all revenues and expenses to the Treasurer and Commissioner on a timely basis.
- Section 9. The Field Marshall shall oversee, and if necessary, take part in maintenance of CCSL fields for the entire season, including and not limited to lining fields, mowing, water, and other maintenance.
- Section 10. The Recording Secretary shall record and publish all meeting minutes in a timely fashion. Minutes of all meetings must be published within thirty (30) days from the date of the meeting
- Section 11. The Founders Cup Coordinator shall conduct an open, inter-divisional tournament.

Article V. Administrative Duties of the Executive Committee and the Disciplinary Committee

- Section 1. The Executive Committee has the authority to take such actions as may be necessary and appropriate to administer the following functions:
- a. Scheduling and re-scheduling games.
 - b. Obtaining referees.
 - c. Collecting, allocating, and disbursing funds.
 - d. Maintaining records of previous meetings.
 - e. Maintaining standings.
 - f. Providing a roster of team captains and officers, upon request.

- g. Requiring the acquisition and proper set-up of fields by member teams.
 - h. Any other action necessary and proper for the functioning of the league and its related activities
- Section 2. The Disciplinary Committee has the authority to take such actions as may be necessary and appropriate to administer the following functions:
- a. Hearing complaints from referees, member teams, and players concerning allegations of serious misconduct.
 - b. Disciplining teams, players, referees, coaches, managers, and spectators for infractions of the CCSL Constitution or Bylaws.
- Section 3. The Disciplinary Committee will be led by the Disciplinary Chief Justice, who shall appoint at the beginning of each season a slate of committee members acceptable to the Commissioner who shall serve during that season. The Chief Justice shall cast the deciding vote in the event of a tie vote at any Disciplinary Committee meeting.
- Section 4. The Disciplinary Committee may temporarily suspend a player, referee, coach, manager, spectator or team for a portion of a season for misconduct. A team may appeal to the Executive Committee any suspension that is not an automatic suspension as defined in the Constitution or Bylaws.
- Section 5. With the consent of the Disciplinary Committee, the Commissioner shall have the discretion to make a disciplinary finding and sanctions, should the full Disciplinary Committee be unable to consider a matter on a timely basis. Nothing in this Section may be construed to prohibit the Commissioner from temporarily suspending anyone on an emergency basis pending adjudication of the offense.
- Section 6. The permanent removal of a player, coach, referee, manager, spectator or team for a season or longer, for misconduct, can only be made by an affirmative vote of two-thirds (2/3rds) of a quorum of the team captains present and voting at a duly constituted general meeting.
- Section 7. The Commissioner may temporarily suspend (or take other reasonable action against) a player or team for a portion of a season for the non-payment of fees. A team may appeal any suspension that is not an automatic suspension as defined in the Constitution or Bylaws.
- Section 8. Whenever the CCSL Constitution or Bylaws require contact of a specific officer, after best efforts made to contact the appropriate officer have been unsuccessful, contact of any other officer will be deemed adequate. Executive Committee member contact information will be provided to team captains.
- Article VI. Executive Committee Meetings
- Section 1. Meetings of the Executive Committee must be held at least once prior to each spring and fall season. The Commissioner may call additional meetings at any time, and must do so upon request of a majority of the officers. The time and place of each Executive Committee meeting shall be given to each officer at least five (5) days prior to such meeting.
- Section 2. No meeting of the Executive Committee may be held without a quorum present. A simple majority (>50 %) of the officers will constitute a quorum.
- Section 3. Each officer present at any Executive Committee meeting is entitled to cast one vote. Motions pertaining to administrative duties of the Executive Committee as specified in the CCSL Constitution require a majority vote of the Executive Committee to enact. Other motions, not specifically mentioned as administrative duties of the Executive Committee, require the approval of a majority of the team captains.
- Article VII. Team Captains
- Section 1. Each team must have one primary captain. Each team must also provide at least one alternative captain in case the primary contact is unavailable. Each team must provide the following contact information for the primary and alternate

captain: name, residence address, business and home telephone numbers, and at least one functioning e-mail address.

Section 2. The team captains are responsible for attending the General Meetings, serving as contact persons through whom Executive Committee and other decisions and policies may be reported, and performing such other duties as may be established by the Executive Committee.

Article VIII. General Meetings

Section 1. General meetings of the team captains must be held once prior to each season, the date and times of which will be designated by the Commissioner. The location of the pre-season meeting will be within a ten mile radius of Washington, D.C.

Section 2. A special meeting of team captains may be called by the Commissioner, and must be called by the Commissioner within ten (10) days of receipt of a written request of two-third (2/3rds) of the CCSL team captains.

Section 3. At least seven (7) days prior to any general or special meeting of the team captains, a written notice (which may be by email) of such meeting and an agenda for the meeting must be sent to each team captain.

Section 4. At any general or special meeting of team captains, the attendance of a majority (>50%) of the team captains from the immediately preceding season will constitute a quorum.

Section 5. At any general or special meeting of team captains, each CCSL member team will be entitled to cast one vote on any matter. Only a person directly associated with the team will be eligible to cast a vote on behalf of the team. No one team is able to vote more than once. Proxy voting on behalf of absent teams will not be allowed.

Section 6. The Commissioner may not cast a vote on behalf of any team. The only time a Commissioner may vote is to break a tie.

Section 7. Members of the Executive Committee are not granted any voting privileges during General Meetings, except that any Executive Committee member may vote if serving as a team captain.

Section 8. On any motion considered by the team captains, a simple majority (>50%) is necessary for approval. An exception to this rule will be motions that contradict actions taken by the Executive Committee, on matters that have been delegated by this Constitution as an administrative duty of the Executive Committee. Motions to override such Executive Committee decisions must pass by a two-third (2/3rds) majority of team captains present and voting.

Section 9. Meetings of team captains must be conducted in accordance with Robert's Rules of Order. The regular order of business will be: (a) call to order, (b) approval of previous minutes, (c) officers reports, (d) committee reports, (e) unfinished business, (f) new business, (g) for the good of soccer; and (h) adjournment.

Article IX. Adoption and Amendment of the CCSL Constitution and Bylaws

Section 1. The team captains must adopt the Constitution and Bylaws by a two-thirds (2/3rds) majority of the member team captains.

Section 2. Amendments to the CCSL Constitution may be adopted at the pre-season meeting or any special meeting by a two-thirds (2/3rds) majority vote of the member team captains.

Section 3. Amendments to the CCSL Bylaws may be adopted at the pre-season meeting of any special meeting by an affirmative vote of a simple majority (>50%) of the member team captains.

Section 4. Any proposed amendment to the Constitution or Bylaws must be sent to the Executive Committee at least fourteen (14) days prior to the captains meeting and then distributed to the team captains at least seven (7) days prior to the captains meeting.

Bylaws of the Capital Coed Soccer League

- Article X. Teams
- Section 1. Each team must pay registration, referee, insurance, forfeiture, and any other established fees, by the deadlines established by the Executive Committee. A Team may also be required to supply a field referee, or any other criteria established by the Executive Committee.
- Section 2. Teams must submit a roster of players by the deadline established by the Executive Committee. The roster must include the full legal names, residence addresses (street, city and zip code), date of birth, sex, and e-mail address (if available) of all players on the team. The roster must include at least five players of each sex.
- Section 3. In order to retain its previous season's final division standing, a team must consist of at least five of the players registered on the official CCSL roster with that team in the previous season.
- Section 4. In the case of any CCSL member team split, the group that registers the majority of team players from the previous season's team will retain the team's CCSL division standing. A team composed of the remaining players will be a new team and placed within the appropriate division by the Executive Committee in accordance with the Bylaws.
- Section 5. If player passes are being used, a player who cannot produce a pass due to extenuating circumstances but has been deemed eligible by the League, must provide suitable identification, e.g., driver's license, to the referee and opposing team captain. The player's name must be noted on the game report and the team must also notify the Commissioner in writing the first business day after the game.
- Section 6. In the event two teams have similar uniform colors, as determined by the referee, the home team must change to a non-conflicting color. If the home team does not change uniforms, it forfeits the game.
- Section 7. Inappropriate conduct will not be tolerated and should be reported to the Executive Committee. Teams are responsible for the conduct of their players, captains, coaches, managers, and spectators. Team players, captains, coaches, managers, referees, and spectators may not:
- a. Use abusive or degrading language, including racist and sexist comments,
 - b. Verbally or physically threaten or assault anyone,
 - c. Possess, use, or be under the influence of alcohol or any other controlled substances,
 - d. Display poor sportsmanship, particularly the harassment of less-skilled players,
 - e. Enter the field of play except for substitution or injury and with the prior permission of the referee,
 - f. Harass the referee,
 - g. Dispute or attempt to unreasonably influence the referee's decisions.
- Article XI. Players
- Section 1. Any player participating in a CCSL game or event does so at his/her own risk. Neither the League nor the Executive Committee is responsible for any injury to any player except those resulting from gross negligence.
- Section 2. A player may not be on the roster of more than one CCSL team. A player may compete for another team in order for the second team to avoid a forfeit and only with the approval of the opposing team captain. The added player must be immediately removed from the field if another player (from the team that would have forfeited) arrives during any part of the game.

Article XII. Divisions

- Section 1. Division standings are based on points awarded for results of regular season games. A win equals 3 points, a tie equals 1 point, and a loss equals 0 points.
- Section 2. In the event of two or more teams sharing the same number of points in the final standings, the following criteria, in order of priority, will be used: head-to-head, goal differential (goals scored minus goals allowed), goals for, most wins, least forfeitures, most shutouts, and coin toss. A forfeit is scored as a 3-0 win for the team that did not forfeit.
- Section 3. All possible promotions and relegations will be discussed at the pre-season meeting. Within each division, the regular season winner and the playoff winner will be the first two teams to be considered for promotion. If these teams are the same, the second-place regular season team will be second in line to be considered for promotion. The two lowest-ranked teams within a division, based on the regular season record, will be the first teams considered for relegation.
- Section 4. Any new team which has been accepted for CCSL membership will be placed in the appropriate division by majority vote of the Executive Committee in accordance with the following criteria:
- a. A team comprised of players with little to no experience may be placed in one of the two lower CCSL divisions.
 - b. A team comprised of experienced players, but which is newly formed and does not have a season record from a recognized league, may be placed in one of the two middle divisions.
 - c. A team of experienced players with an appropriate season record (as determined by the Executive Committee) or tournament record may be placed in one of the two higher divisions.
 - d. Except under emergency circumstances, as determined by the Executive Committee, no new team will be placed within any division until the end of a season and following the movement of the season's first and last place teams in each division to the appropriate positions within the next higher and lower divisions.
 - e. In placing new teams within CCSL, the Executive Committee may not make a placement of the new team that would demote any team that has just been promoted to the next higher division back down to that division from which it was promoted in accordance with these Bylaws.

Article XIII. Rules of the Game

- Section 1. Each team must set-up and remove field equipment as required by the Executive Committee. This may include lining one-half of the field, installing a portable goal, a net, and two corner flags, no later than the scheduled game time or upon field availability, whichever is later. If any of the above conditions are not met after reasonable notification by the Executive Committee, the responsible team will forfeit the game and may be subject to further sanctions.
- Section 2. The home team must provide a game ball acceptable to the referee.
- Section 3. The Commissioner may cancel the game due to rain and/or field conditions at any time before the game time.
- Section 4. The referee has the discretion to call off a game due to heavy rain, lightning, poor field conditions, or any other reasonable cause. During thunderstorms, the referee should follow the 30/30 rule: If lightning is spotted and thunder is heard within 30 seconds, at a minimum the game will be postponed for 30 minutes. The referee has the discretion to temporarily postpone the game to determine weather status or wait for clearing weather.
- Section 5. If the team wishes to reschedule a game for personal reasons, a special request must be made before schedules are set at the start of the season. Requests for re-schedules for personal reasons made after the schedule is released may, but are not required to be, accepted with the consent of the Scheduler and, Referee Assignor, or anyone else designed with these roles by the Executive Committee by close of business Wednesday before the match. If, after the Wednesday

deadline, a team is not able to field a valid team resulting in a forfeit, that team must pay a \$200 fine which is due within 4 weeks of the end of the season. Of the fine payment, \$100 will go back to the league and \$100 will be credited to the account of the team against whom the forfeit was called. In the case on non-payment by the forfeiting team, no credit will be given.

- Section 6. In the case where none of the assigned referee crew shows up to officiate the match, then the two teams may decide to use the services of any individual to serve as referee or assistant referees after mutual agreement. At this time, the team captains must agree in writing that the match will be played as either an official match (that counts in the standings) or as a scrimmage (that does not count in the standings) by so indicating their consent on the match report. Misconduct that occurs during any scrimmage that counts toward official standings may subject the offender to disciplinary sanctions.
- Section 7. All of the CCSL games are governed by the latest edition of FIFA Laws of the Game, except where noted in the CCSL Bylaws.
- Section 8. Every player must wear shin guards, which must be fully covered by socks.
- Section 9. There are no slide tackles. A slide tackle is punished with an indirect free kick (or a direct free kick if also a foul under FIFA Laws of the Game). The referee has the discretion to issue a caution (yellow card) for a slide tackle. A slide tackle in the penalty area by a defender against an attacker that denies a goal scoring opportunity will result in the award of a penalty kick.
- Section 10. A team must play with a minimum of seven players, with at least two of each sex, to prevent a forfeit.
- Section 11. The goalkeeper may be of either sex. Including the goalkeeper, a maximum of six men is allowed on the field. Including the goalkeeper, a maximum of nine women is allowed on the field.
- Section 12. In the case of a team not able to field enough players of the appropriate sexes, a 15-minute grace period will be given. When the team is able to field seven players, with at least two players of each sex, the game must begin. If a team starts a game with enough players, but because of injury or ejection, has fewer than seven players on the field, or does not have at least two players of each sex, the team will forfeit the game.
- Section 13. Both teams may substitute any number of players (a) after a goal is scored, (b) before a goal kick is taken, and (c) before the second period kick-off. The team in possession of the ball on a throw-in may substitute any number of players. A team, having received the referee's permission, may substitute for an injured player at any time. Unlimited player re-entry is allowed. The referees may further relax substitution rules during extreme weather conditions.
- Section 14. If a game is terminated by the referee due to poor field conditions after the first half is completed, then that game shall count in the standings as a completed game. A game that is terminated due to foul weather before half-time shall be re-played in its entirety.
- Section 15. No team or player shall unduly delay a game. For instance, pets should remain leashed at all times. If a referee terminates a game due to undue delay of the game by a team, that team will forfeit the game.
- Section 16. If a playoff match is tied at the end of regulation, two five-minute overtime periods will be played (at the March, 2007 captains meeting the "golden goal" was rescinded). If the game is still tied at the end of the two periods, the match immediately proceeds to penalty kicks. Captains must identify all potentially 11 kickers. Teams must alternate the kickers by sex all the way through the lineup.

Article XIV. Discipline and Forfeits

- Section 1. A player, manager, or coach that receives a red card is automatically suspended for the following scheduled game. Should a player receive a red card at the end of the season, that player will be suspended for the next scheduled CCSL game played during the next season. Founder's Cup matches are separate from CCSL

- league games and any caution (yellow or red card) received during a Founder's Cup game will not be applied for suspension of a CCSL league game.
- Section 2. A player, manager, or coach that receives three yellow cards during the season is automatically suspended for the following scheduled and actually played League game. Should a player, manger, or coach receive two yellow cards during the season and receive the final (third) yellow at the end of the season, that player will be suspended for the next scheduled CCSL game played during the next season. Yellow card accumulation from one season does not carry over to the next season, but the punishment does.
- Section 3. A player who receives a yellow card must immediately leave the field and sit out for two minutes after leaving the field, but a substitute may take the place of the player leaving the field.
- Section 4. A red card is sex specific. The team receiving the red card must play with one fewer player of that sex. No substituting of the other sex for the ejected player, otherwise allowed under the CCSL constitution and by-laws, shall be allowed. A player that receives a red card must leave the field area and be no closer to the field than the locker room or the parking lot. The Referees have the authority to abandon the game and/or the Commissioner has the authority to declare a forfeit for any team that does not take steps to ensure that a sent off player from its team abides by this rule.
- Section 5. The referee has the authority to terminate or abandon a game at any time. Such a game is considered abandoned. The final outcome of abandoned games will be left to the discretion of the Disciplinary Committee, who will declare a winner, a forfeit, or a replay.
- Section 6. The following abandoned game situations will generally be forfeits, unless there are extreme extenuating circumstances. The Disciplinary Committee should declare a forfeit if a referee terminates a game because a team:
- a. Does not show up for a game that has not been formally canceled.
 - b. Does not provide a roster to the referees.
 - c. Does not provide required field equipment.
 - d. Does not change to jerseys of a non-conflicting color if they are the home team.
 - e. Does not ensure that a sent off player leaves the field area.
- Section 7. The following abandoned game situations will be left to the discretion of the Disciplinary Committee, who will declare a winner, a forfeit, or a replay. The Disciplinary Committee will likely declare a forfeit if a referee terminates a game because a team:
- a. Repeatedly or violently infringes the Laws of the Game.
 - b. Displays serious unsporting behavior by players, coaches, or spectators.
 - c. Leaves the field before the completion of the game.
 - d. Causes, or fails to prevent, any other situation worthy of a forfeit.
- Section 8. For the following situations, the referee should allow the continuation of the game, but the Disciplinary Committee may later declare a forfeit. The Disciplinary Committee can declare a forfeit if a team:
- a. Uses a player who is not validly registered through CCSL. If requested by an opposing team captain, referee, or Executive Committee member, a team shall supply proof of identification for all of its players. This request must be made within 2 business days of completion of the match.
 - b. Uses a suspended player.
 - c. Has not paid registration, referee, insurance, and/or forfeiture fees as determined by the Executive Committee, by the deadlines established by the Executive Committee.
- Section 9. The following penalties will apply if a team forfeits a game:

- a. For the first and second forfeits, the team will pay a penalty to the league treasurer before the next scheduled game. The fee schedule will be determined by the Executive Committee at the beginning of the season.
- b. After the third forfeited game, the Executive Committee may take disciplinary action as deemed appropriate. This may include but is not limited to: loss of division standing (which may involve movement to a lower division), and team suspension for the remainder of the season.

Article XV. Protests

- Section 1. All protests must be filed by the team captain, in writing to the Executive Committee, within twenty-four (24) hours of the game's completion.
- Section 2. The opposing team will be notified, through its team captain, by the Executive Committee, as to the nature of the protest. The team will then have forty-eight (48) hours to respond in writing.
- Section 3. The Executive Committee may then meet as soon as possible after this period to resolve the protest. The Executive Committee is not required to meet face-to-face and may handle the protest by electronic communication or conference call. If a meeting or conference call is scheduled, each team may give an oral presentation to the Executive Committee with a reasonable time limit established by the Executive Committee on an ad hoc basis. If the Executive Committee is unable to consider this matter on a timely basis, the Commissioner shall decide the protest.
- Section 4. A response to the protest will be sent in writing to both teams by the Executive Committee, within one week of the decision.
- Section 5. [Note to the league: An appeal of a disciplinary decision will be governed by the CCSL Disciplinary & Appeal Policy. At the next CCSL team meeting (Fall 2010) the technical adjustments to the Constitution as a result of this policy will be approved as outlined at the Spring 2010 captain's meeting. In the meantime, please review and follow the newly adopted policy]. A team is allowed one appeal of the protest decision if the decision includes a suspension of more than two (2) matches or less.. The rules of this appeal are as follows:
 - a. Players must submit appeals within three (3) business days of the commissioner issuing a sanction.
 - b. Players must submit a \$100 fee -- postmarked within three (3) business days of the commissioner issuing a sanction -- to the league to have his/her appeal considered. This fee will only be refunded if the appeal board finds in favor of the player, and the Disciplinary Committee's decision is reversed.
 - c. The appeal will be considered by a board consisting of the past commissioners. If one of the past commissioners' teams is involved in the incident, he must excuse himself from considering the appeal.
 - d. The appeals board can reduce or eliminate, but not increase the sanctions issued by the commissioner.
 - e. The appeals board's decisions are final.