

committee must be public.^{25/} A governmental body may, of course, choose to conduct the entire hiring process on its own. In such a case, an executive session may be permitted during the preliminary stages, prior to selection of semi-finalists, under exemption (7) and the privacy law, G.L. c. 214, §1B (see previous section).

In either case, only the actual consideration of candidates may be conducted in executive session; other matters such as the hiring process, criteria for selecting candidates, or recruiting strategies must be discussed publicly.

3. Rights of Individuals

When a governmental body holds an executive session to discuss an individual's reputation, character, physical condition or mental health, or to consider disciplinary sanctions against an individual, the Open Meeting Law affords the individual concerned the following rights:

- (a) to be present at the executive session during discussions or considerations involving the individual;
- (b) to have counsel, or another representative of his or her own choosing, attend the session with the individual, to advise the individual, but not to participate actively in the executive session;

^{25/} A separate subcommittee or special committee may include representatives of its parent body, so long as the circumstances do not indicate that the committee is, in effect, a subterfuge. Cf. Connelly v. School Committee of Hanover, 409 Mass. 232, 235-238 & n.8 (1991).