



CAPABILITY STATEMENT

Sharon E. Harrington, MA, CPLP®
Founder & Managing Consultant

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ABOUT US

Amediate, LLC is a small woman-owned business offering consultant services in conflict management at every level throughout an organization by designing and facilitating customized systems that support a self-mediating environment. We accomplish this through formal/informal training and on-site facilitation while keeping our clients updated on organizational trends surrounding workplace concerns.

Our services support public agencies, non-profit organizations, and industry and business.

Our client base includes Virginia Dept of Social Services, Tecnico, Ocala Eye, Google, Virginia Port Authority, Vandeventer Black LLP, City of Norfolk, Charlotte/Mecklenburg Police Department, Virginia Department of Transportation, Ohio Department of Transportation, JetStream Ground Services, EEOC (Equal Employment Opportunity Commission), Mitsubishi Chemical, Mitsubishi Alpolc, Elizabeth River Crossings, Boxercraft, Inc., Norfolk Public Schools, Norfolk State University, College of William & Mary, Virginia Peninsula Community College, Virginia Department of Social Services. (Division of Licensing Programs), Federal Agencies (as sub-contractor to JDG Associates - SSA, TSA, USDA, DHHS, DOT, GSA, GAO, NASA, NOAA, OIG, OPM, PTO, DOC, HUD, and VA.

CORE COMPETENCIES

- Organizational Assessment
- Focus Group Facilitation
- Leadership & Employee Training
- Workplace Inclusion Strategies
- Federal & Non-federal EEO Investigations
- Workplace Mediation
- EEO Investigator Training - MD-110
- EEO Compliance for Leaders Training
- Leadership for the Learning Organization (LLO)
- Keynote Speaker
- Certified Emergenetics Provider
- Federal Agency Decisions Writer
- MD-110, MD-715, & Barrier Analysis

DIFFERENTIATORS

- Hampton Roads Chamber of Commerce - Member
- State of Virginia – Consultant PreQualifiers List
- In business since 2014 › MD 110 Certificate
- SHRM Credit Provider › Emergenetics Certification
- CPTD – Certified Professional in Talent Development
- Committed to inclusive workplaces
- Excellent customer service

PAST PERFORMANCE

Bureau of Land Management (BLM)

Virginia Space DEI Training & EEO Services

Commander, Navy Regional Maintenance Center (CNRMC)

Alphabet, Inc (Google) Training & Development

Equal Employment Opportunity Commission (EEOC)

Virginia Port Authority DEI Training

Virginia Department of Social Services (VDSS)

National Center for State Courts (NCSC) EEO Compliance for Leaders

JetStream Ground Services Organizational Assessment & Training

CLASSIFICATION CODES

Virginia Commodities Codes

91885, 92416, 92441, 95231, 96105

NAICS Codes

611430, 541611

CERTIFICATIONS

- SWaM #710975 (exp. 12/7/25) DBE #710975 (2017 - 2025)
- Virginia Micro-Business #710975 (2015 – 2025)
- WOSB #211803 (exp. 10/18/2026)
- WBENC – DMV #2102721 (exp. 10/15/2025) MBE -
- CVMSDC #CA03101 (10/14/24)
- eVA Vendor ID - VS0000121778
- VA SCC ID - S4957777 (3/10/2014)