

**Sergeant Michael A. Crumrine**  
**Austin Texas Police Department**  
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**Experience**

September 2019 to present: Sergeant, Austin Police Department Child Abuse Unit.

January 2017 to August 2019: Sergeant, Austin Police Department Region IV, Southwest Patrol.

September 2015 to January 2017: Detective, Austin Police Department Homicide Unit.

March 2013 to September 2015: Detective, Austin Police Sex Offender and Apprehension Unit.

January 2009 to March 2013: Detective, Austin Police Department Sex Crimes Unit.

November 2008 – March 2010: Negotiation Team Leader, Austin Police Department Critical Incident Negotiation Team.

July 2006 to January 2009: Senior Patrolman, Housing Authority Liaison Austin Police Department Gangs/Major Crimes Unit.

February 2003 to present: Piper, Austin Police Department Pipe & Drum Corps.

May 2003 to July 2006: Senior Patrolman, Austin Police Department Central West District Representative Unit.

January 2003 to May 2003: Patrolman, Austin Police Department D.W.I. Unit.

June 2002 to November 2008: Negotiator, Austin Police Department Critical Incident Negotiation Team.

August 2001 to January 2003: Patrolman, Austin Police Department Northwest Area Command.

August 1995 to May 2001: Corporal Castle Hills Police Department.

November 1988 to August 1995: Patrolman Helotes Police Department.

August 1987 to June 1988: Patrolman Shavano Park Police Department.

**Education/Credentials**

Austin Community College 2002 – 2003  
*Political Science Coursework*

University of Texas at San Antonio 1999 – 2001  
*Political Science coursework*

San Antonio College 1983 – 1986  
*Criminal Justice/Political Science coursework*

### **Professional Training and Skills**

TCLEOSE Master Police Officer Certification

TCLEOSE Certified Instructor

IACP Drug Recognition Expert

SFST Certified Instructor

F.B. I. Firearm's instructor

Over 170 Hours of Specialized training in Critical Incident Negotiation

Over 700 Hours of Specialized training in Sexual Assault investigation

Over 80 Hours of Specialized training in Interview & Interrogation techniques

Austin Police Department Academy

San Antonio College Regional Police Academy

3000 + Hours in miscellaneous police related training (certificates upon request)

### **Publications**

*"Providing Equal Justice to LGBTQ Victims of Intimate Partner Violence," The Police Chief 83 (January 2016): 26–31.*

*"Pretext Communications in Sexual Assault Investigations: A Brief Guidance for Campus Law Enforcement" - Office of Violence Against Women, U.S. Department of Justice, Campus Technical Assistance and Resource Project (2017).*

### **Professional Affiliations**

**2020** – Selected to the Texas Governor's Sexual Assault Survivors Task Force Law Enforcement Working Group to develop policy recommendations, improve law enforcement training, provide input regarding trauma informed practices and how to improve the understanding of and response to sexual assault and the best practices in the investigation of sexual assault cases.

**2020** – Selected as a subject matter expert for the International Association of Chiefs of Police, (IACP), Collaborative Reform Initiative Technical Assistance Center (CRI-TAC).

**2020** – Selected to create and facilitate a two-day training for the Baltimore Maryland Police Department on Ending Gender Bias in Sexual Assault Investigations and conducting Trauma Informed – Offender Focused Sexual Assault Investigations.

**2019** – Selected to attend and present at the 2<sup>nd</sup> World LGBTQ Conference for Criminal Justice Professionals in Toronto, Canada on improving relationships between the LGBTQ+ community and the Criminal Justice System.

**2019** – Selected to participate in the National Resource Center on Reaching Underserved Victims Grant to create effective LGBTQ policies, procedures, and community relationships for law enforcement project. This is a grant funded by the US Department of Justice's Office on Victims of Crime with the Vera Institute on Justice and FORGE.

**2018** – Selected to participate in the Office for Victims of Crimes Technical Assistance Center (OVC TTAC) Roundtable on Community Policing Approaches to Human Trafficking.

**2017** – Selected to the Advisory Board of the International Association of Chiefs of Police, (IACP), National Demonstration initiative on Gender Bias titled – ***“Integrity, Action, and Justice: Strengthening Law Enforcement Response to Domestic and Sexual Violence.”***

**2016** – Selected to End Violence Against Women International's “Cadre of Experts”

**2015** – Lesbian Gay Peace Officers Association, (LGPOA) Representative, Austin Police Association

**2014** – to present - President, Lesbian Gay Peace Officers Association - Austin

**2009** – Appointed Vice President, Austin Police Association

**2009** – Parliamentarian, Austin Lesbian Gay Peace Officers Association, (LGPOA)

## **Awards**

**2019** Meritorious Service Medal – Austin Police Department

**2018** Harold Cottle Justice Award – Texas Association Against Sexual Assault

**2012** Meritorious Service Citation – Austin Police Department

**2008** Certificate of Merit – Southwest Chapter of National Association of Housing and Redevelopment Officials

**2008** Meritorious Unit Citation – Austin Police Department

**2007** Meritorious Unit Citation – Austin Police Department

**2005** Meritorious Unit Citation-Unit of the Year – Austin Police Department

**2002** Meritorious Service Medal with Valor – Austin Police Department

## **Presentations**

Clery Center Winter Training and Technical Institute - Atlanta, GA (March 2 - 5, 2020)

- *“Everyone Deserves to be Heard – Understanding and Responding to Sexual and Intimate Partner Violence in the LGBTQ+ Community*

Oklahoma Coalition Against Domestic Violence & Sexual Assault Training – Lawton & Tulsa Oklahoma (January 21 – 22, 2020)

- *Reducing Gender Bias in Sexual Assault Response and Investigation*
- *Trauma Informed – Offender Focused Investigations*

Stephen F. Austin University – Nacogdoches, Texas (January 8-9, 2020)

- *Trauma Informed – Offender Focused Investigations*
- *“Don’t Jump!!!!” - Understanding and addressing Vicarious Trauma in a Healthy way*

Austin Police Academy 141<sup>st</sup> Cadet Class, Austin Texas (December 6, 2019)

- *“Sexual and Intimate Partner Violence in the LGBTQ+ Community”*

17th Annual North Texas Facing Family Violence Conference – Plano, Texas (Oct 23 - 25, 2019)

- *“Don’t Jump!!!!” - Understanding and addressing Vicarious Trauma in a Healthy way*

Connecticut Campus Law Enforcement Training - Western Connecticut State University, Danbury, Connecticut (September 24, 2019)

- *“Everyone Deserves to be Heard – Understanding and Responding to Sexual and Intimate Partner Violence in the LGBTQ+ Community”*
- *“In the Suspect’s Own Words – Using pretext communications and electronic evidence to overcome the consent defense.*

Statewide Conference on Violence Against Women, San Antonio, Texas (July 22 - 24, 2019)

- *“Understanding and Overcoming the Challenges Present in a Drug Facilitated Sexual Assault”*
- *“My choice to be a mother was not mine”*
- *“Don’t Jump!!!! – Understanding and addressing Vicarious Trauma in a Healthy Way”*

Office for Victims of Crime, Office of Justice Programs, United States Department of Justice Webinar – National Webinar (July 16, 2019)

- *“Best Practices of Law Enforcement in Working with LGBTQ+ Victims*

2nd World LGBTQ Conference for Criminal Justice Professionals – Toronto, Canada (June 18 – 21, 2019)

- *“It’s Not That Complicated – Breaking Down Barriers and Building Relationships with the LGBTQ+ Community”*

16<sup>th</sup> Annual Texas Council on Family Violence BIPP Conference – Georgetown, Texas (May 2-3, 2019)

- *Collecting the details of Coercive Control*
- *“Everyone Deserves to be Heard – Understanding and Responding to Sexual and Intimate Partner Violence in the LGBTQ+ Community”*

End Violence Against Women International Conference on Sexual Assault, Intimate Partner Violence and Increasing Access – San Diego, California (April 22-25, 2019)

- *“When Two Worlds Collide: How Military and Civilian Law Enforcement Cooperation Can Lead to a Successful Prosecution”*

14<sup>th</sup> Annual Conference on Crimes Against Women, Dallas, Texas (April 8-11, 2019)

- *“In the Suspect’s Own Words – Using pretext communications and electronic evidence to overcome the consent defense.*
- *“My choice to be a mother was not mine”*
- *“Missing you: The relationship Between Mass Homicides & Domestic Violence”*

Austin Police Department, Austin Texas – Multiple training sessions over a one-year period of time to train the entire department on new policy and procedures. (October of 2018 through November of 2019).

- *“Interacting with the LGBTQ+ Community & Victim Neutral Affidavit Training – It’s not that Complicated”*

Austin Police Academy 140<sup>th</sup> Cadet Class, Austin Texas (March 14, 2019)

- *“Sexual and Intimate Partner Violence in the LGBTQ+ Community”*

Austin Police Department – 2019 Sergeants School, Austin, Texas (April 1, 2019)

- *“The Transition – moving from Detective/Corporal to a supervisor”*

2018 Fall Campus Training and Technical Assistance Institute – Orlando, Florida (October 1 - 4, 2018)

- *“In the Suspect’s Own Words – Using pretext communications and electronic evidence to overcome the consent defense.*
- *“Everyone Deserves to be Heard – Understanding and Responding to Sexual and Intimate Partner Violence in the LGBTQ+ Community”*

Sexual Assault Institute for Law Enforcement Officers, El Paso, Texas (September 27, 2018)

- *“Sexual Assault Investigations: From Crime Scene to the Courtroom”*

3<sup>rd</sup> Annual Tribal Governments Program Summit, Denver Colorado (September 25 - 27, 2018)

- *“Everyone Deserves to be Heard – Improving Law Enforcement’s Relationship with the LGBTQ+ Community”*

Austin Police Academy 139<sup>th</sup> Cadet Class, Austin Texas (July 19, 2018)

- *“Sexual and Intimate Partner Violence in the LGBTQ+ Community”*

Statewide Conference on Violence Against Women, San Antonio, Texas (July 9 -11, 2018)

- *“In the Suspect’s Own Words – Using pretext communications and electronic evidence to overcome the consent defense.*
- *“Understanding and Overcoming the Challenges Present in a Drug Facilitated Sexual Assault”*

Louisiana Coalition Against Domestic Violence Conference, Baton Rouge, LA. (June 27 - 28, 2018)

- *Everyone Deserves to be Heard – Working together to break down barriers and hold perpetrators accountable.*

Human Trafficking Grantee Technical Assistance Webinar – Department of Justice - OVCTTAC (June 19, 2018)

- *The Role, Responsibility, and Requirements of Law Enforcement: Building Victim-Centered Approaches*

Roundtable on Community Policing Approaches to Human Trafficking. Office of Victims of crime, U.S. Department of Justice (May 7- 8, 2018) Office of Justice Programs, Washington, DC

- *Asked to participate as a Subject Matter Expert to identify new law enforcement responses to human trafficking.*
- *Asked to determine what could be done differently to identify and assist victims and investigate human trafficking cases?*
- *Asked to help outline the top five priorities for the Department of Justice to consider when integrating strategies from community policing into law enforcement activities that respond to human trafficking.*

Conference on Crimes Against Women, Dallas, Texas (April 16 – 19, 2018)

- *When Two Worlds Collide – How Military and Civilian Law Enforcement Cooperation Can Lead to a Successful Prosecution*
- *Everyone Deserves to be Heard – Law Enforcement and the LGBTQ+ Community Working Together to Break Down Barriers and Hold Perpetrators Accountable*

2017 Campus Training and Technical Assistance Institute Conference – Safety Training and Technical Assistance for Administrators, Boards and Law Enforcement (STTAABLE) Campus Program – San Diego, California (November 14 – 16, 2017)

- *Sexual and Intimate Partner Violence in the LGBTQ+ Community*
- *In the Suspects Own Words – Using Pretext Communications to Overcome the Consent Defense*
- *Friona Texas Area Law Enforcement Training – Friona, Texas (March 19, 2018)*
- *Sexual Assault Investigations: From Crime Scene to the Courtroom*

U.S. Army Military Institute for the Prosecution of Sexual Violence- Seattle Washington (September 11-15, 2017)

- *Sexual and Intimate Partner Violence in the LGBTQ+ Community*

National Association for Civilian Oversight of Law Enforcement Conference – Spokane Washington (September 10-14, 2017)

- *Discussion panel as a Subject Matter Expert on “Safeguarding the LGBTQ Community”*

U.S. Army Military Institute for the Prosecution of Sexual Violence- Portland, Oregon (July 26-27, 2017)

- *Sexual and Intimate Partner Violence in the LGBTQ+ Community*

Battered Women’s Justice Project – Office of Violence Against Women, U.S. Department of Justice, Conference, “Toward a Long-Term View of Risk: Moving Your CCR Beyond an Incident-Based Response, New Orleans, La (July 25-26, 2017)

- *Collecting the Details of Coercive Control: Interviewing Victims*
- *Sexual and Intimate Partner Violence in the LGBTQ+ Community*

U.S. Department of Defense Training- Fort Leonard Wood, Missouri (July 23-24, 2017)

- *Difficult Case Assignment/False Reports*

Texas Municipal Police Association – Statewide Conference on Violence Against Women, San Antonio, Texas (July 10-12, 2017)

- *Effective Victim Interviewing: Going Beyond the Who, What, When, Where and Why*
- *Crime Scene to Court Room – Understanding the Complexity of Sexual Assault Investigations*

Texas Association Against Sexual Assault- National Sexual Assault Conference, Dallas Texas (June 7-9, 2017)

- *Campus Sexual Assault Case Study: Survivor & Law Enforcement Perspective Parts 1 & 2*

Conference on Crimes Against Women, Dallas, Texas (May 22-24, 2017)

- *Digital Evidence: Successfully identifying and acquiring electronic evidence to combat the CSI effect*
- *Sexual and Intimate Partner Violence in the LGBTQ+ Community*

U.S. Army Military Institute for the Prosecution of Sexual Violence- Monterey California (February 8-10, 2017)

- *Sexual and Intimate Partner Violence in the LGBTQ+ Community*

U.S. Department of Defense Training- Fort Leonard Wood, Missouri (December 12, 2016)

- *Difficult Case Assignment/False Reports*

End Violence Against Women International, Digital Evidence Webinar (November 18, 2016)

- *Successfully identifying and acquiring electronic evidence to combat the CSI effect*

Battered Women's Project Webinar-Minneapolis Minnesota, (October 12, 2016)

- *Building Trust in the LGBTQ Community through positive practices and policy*

Office of Violence Against Women, U.S. Department of Justice, Campus Law Enforcement Institute-New Orleans, Louisiana (October 2 – 4, 2016)

- *Effective Victim Interviewing*
- *Electronic Evidence – Thinking outside the box to catch a predator*
- *Intimate Partner Violence in the LGBTQ Community*

Austin Police Academy 134<sup>th</sup> Police Cadet Class - Austin, Texas (September 7, 2016)

- *Intimate partner Violence in the LGBTQ Community*

Turning Point Rape Crisis Center-Sexual Assault Training - Frisco, Texas (August 29, 2016)

- *Understanding the Complexity of Sexual Assault Investigations*
- *Identifying and acquiring electronic evidence*

Ada County Domestic Violence Court LGBTQ DV Training - Boise, Idaho (August 15 – 16, 2016)

- *LGBTQ 101*
- *LGBTQ Oppression*
- *Intimate Partner Violence in the LGBTQ Community*

Texas Municipal Police Association Statewide Conference on Violence Against Women - San Antonio, Texas (August 1 -3, 2016)



- *Intimate Partner Violence in the LGBTQ Community*

U.S. Department of Defense Training- Fort Leonard Wood, Missouri (July 25, 2016)

- *Difficult Case Assignment/False Reports*

Austin Police Academy 133<sup>rd</sup> Police Cadet Class - Austin, Texas (May 19, 2016)

- *Intimate partner Violence in the LGBTQ Community*

Texas Association Against Sexual Assault-University Police Sexual Assault Training Conference - San Marcos, Texas (April 27-28, 2015)

- *Sexual Assault and IPV in the LGBT Community*

Texas Municipal Police Association Statewide Conference on Violence Against Women - San Antonio, Texas (July 28-30, 2014)

- *Understanding Evidence in Sexual Assault Investigations*

Office of Violence Against Women, Campus Law Enforcement Institute - Atlanta, Georgia (June 10-12, 2014)

- *Same Sex Intimate Partner Violence*

End Violence Against Women International - Seattle, Washington (April 22-24, 2014)

- *Overcoming the Consent Defense-From Crime Scene to the Courtroom*

U.S. Department of Defense Training- FLETC (February 10, 2014)

- *Difficult Case Assignment*

End Violence Against Women International - Regional Conference - San Antonio, Texas (October 2-3, 2013)

- *Understanding Evidence in Sexual Assault Investigations*

U.S. Department of Defense Training- FLETC (August 12, 2013)

- *Difficult Case Assignment*

Texas Municipal Clerk's Association-Capital Chapter Annual Seminar - Salado, Texas. (July 26-27, 2013)

- *Understanding What's Real, Recognizing Stalking, Intimate Partner Violence & Sexual Assault*

Office of Violence Against Women, U.S. Department of Justice, Campus Law Enforcement Institute - St. Louis, Missouri (June 25-27, 2013)

- *Intimate Partner Sexual Assault-Understanding the Monster in Their Bed*
- *Sexual Assault Victim Interviews*

SafePlace Ending Sexual & Domestic Violence - Austin, Texas (June 25, 2013)

- *Hospital Advocacy Training*

U.S. Department of Defense Training- Fort Leonard Wood, Missouri (June 10, 2013)

- *Difficult Case Assignment*

Elgin High School - Elgin Texas (04/25/2013)

- *Criminal justice Class-Sexual Assault Investigations*

Austin Police Academy - Austin, Texas (April 1, 2013)

- *The Patrol Response to Sexual Assault*

Travis County Grand Jury Training - Austin, Texas (03/28/2013)

- *Sexual Assault Investigations*

End Violence Against Women International - Baltimore, Maryland (April 3-5, 2013)

- *Overcoming the Consent Defense-From Crime Scene to Courtroom*
- *Electronic Evidence: Using the CSI Effect to or Advantage*

Austin Police Academy - Austin, Texas (March 25, 2013)

- *The Patrol Response to Sexual Assault*

Travis County Grand Jury Training - Austin, Texas (January 13, 2013)

- *Sexual Assault Investigations*

SafePlace Ending Sexual & Domestic Violence - Austin, Texas (October 25, 2012)

- *Hospital Advocacy Training*

University of Texas School of Social Work - Austin, Texas (October 24, 2012)

- *Responding to Sexual Assault Victims*

Travis County Grand Jury Training - Austin, Texas (October 8, 2012)

- *Sexual Assault Investigations*

St. Edwards University, Crimes Against Persons Class - Austin Texas (March 29,2012)

- *Sexual Assault Investigations*

Travis County Grand Jury Training - Austin, Texas (July 9, 2012)

- *Sexual Assault Investigations*

Austin Police Academy - Austin, Texas (July 5, 2012)

- *The Patrol Response to Sexual Assault*

Travis County Grand Jury Training - Austin, Texas (April 9, 2012)

- *Sexual Assault Investigations*

SafePlace Ending Sexual & Domestic Violence - Austin, Texas (April 5, 2012)

- *Hospital Advocacy Training*

End Violence Against Women International - San Diego California (April 2-4, 2012)

- *Law Enforcement: What Can the Forensic Examiner Tell You at the End of the Examination?*
- *Combating Defenses Arguments When Testifying in Sexual Assault Cases*

St. Edwards University, Crimes Against Persons Class - Austin Texas (March 29,2012)

- *Sexual Assault Investigations*

Austin Police Academy - Austin, Texas (February 6, 2012)

- *The Patrol Response to Sexual Assault*

Travis County Grand Jury Training - Austin, Texas (January 9, 2012)

- *Sexual Assault Investigations*

University of Texas School of Social Work, Austin, Texas (November 16, 2011)

- *Responding to Sexual Assault Victims*

Travis County Grand Jury Training - Austin, Texas (October 11, 2011)

- *Sexual Assault Investigations*

St. Edwards University School of Behavioral & Social Sciences - Austin, Texas (October 06,2011)

- *Understanding Sexual Assault Investigations*

Austin Police Academy - Austin, Texas (August,22 2011)

- *The Patrol Response to Sexual Assault*

Huston Tillotson University - Austin, Texas (August 5, 2011)

- *Advocating for Sex Crimes Victims*

SafePlace, Ending Sexual & Domestic Violence - Austin, Texas (July 28, 2011)

- *Hospital Advocacy Training*

Travis County Grand Jury Training - Austin, Texas (July 11, 2011)

- *Sexual Assault Investigations*

Travis County Grand Jury Training - Austin, Texas (January 11,2011)

- *Sexual Assault Investigations*

University of Texas School of Social Work - Austin, Texas (October 20, 2010)

- *Responding to Sexual Assault Victims*

Parents, Families, & Friends of Lesbians and Gays (PFLAG, Austin, Texas (July 13, 2010)

- *Understanding Sexual Assault*